

**BRITISH GUIANA**

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ANNUAL REPORT

of the

DEPARTMENT OF LABOUR

for the year

**1960.**

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Presented by the Commissioner of labour  
to the Honourable Minister  
of  
labour, Health and Housing.

(i)

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DEPARTMENT OF LABOUR,  
237 Camp Street,  
Cummingsburg,  
Georgetown.

BRITISH GUIANA.

September, 1961.

Sir,

I have the honour to submit my report on the activities of the Department of Labour for the year 1960.

STAFF

2. The authorised staff for the year as compared with the actual strength as at 1st January, 1961, is shown hereunder.

(i) HEADQUARTERS AND BERBICE

DESCRIPTION OF POST	AUTHORISED STRENGTH 1960	ACTUAL STRENGTH 1961	DISTRIBUTION	
			HEAD-QUARTERS	BERBICE DISTRICT
<u>ADMINISTRATION</u>				
Commissioner of Labour	1	1	1	-
Deputy Commissioner of Labour	1	1	1	-
<u>INSPECTORATE</u>				
Inspectors of Labour	6	6	5	1
Assistant Inspectors of Labour	10	8	7	1
<u>CLERICAL ESTABLISHMENT</u>				
Chief Clerk	1	1	1	-
<u>Statistical Section</u>				
Statistical Officer	1	1	1	-
Class II Clerks	3	3	3	-
<u>Accounts Section</u>				
Class I Clerk	1	1	1	-
C/F	24	22	20	2

/Records .....

The Honourable Minister,  
Ministry of Labour, Health & Housing,  
Brickdam,  
GEORGETOWN.

DESCRIPTION OF POST	AUTHORISED STRENGTH 1960	ACTUAL STRENGTH 1961	DISTRIBUTION	
			HEAD-QUARTERS	BERBICE DISTRICT
B/F	24	22	20	2
<u>Records and Typing Section</u>				
Secretary	1	1	1	-
Senior Clerical Assistants	2	2	2	-
Clerical Assistants	7	7	6	1
<u>SUBORDINATE STAFF</u>				
Receptionist	1	1	1	-
Messengers	3	3	2	1
Gardener	1	1	1	-
<u>TOTAL</u>	39	37	33	4

During the previous year the actual strength of the Staff in respect of the Inspectorate was 5 Inspectors and 11 Assistant Inspectors against the authorised Staff of 6 Inspectors and 10 Assistant Inspectors. In the course of the year under review, the staffing position was adjusted by the promotion of an Assistant Inspector to the vacant post of Inspector. Later two Inspectors left the Department - one resigned and the contract of service of the other expired. One of the vacancies was filled by the promotion of an Assistant Inspector, while the other, and the consequential vacant post of Assistant Inspector were not filled up to the end of the year.

A Clerical Assistant was promoted to Senior Clerical Assistant and by this promotion the authorised Clerical strength of the Department was restored.

(ii) EMPLOYMENT EXCHANGE SERVICE

DESCRIPTION OF POST	AUTHORISED STRENGTH 1960	ACTUAL STRENGTH 1961	DISTRIBUTION	
			HEAD-QUARTERS	BERBICE DISTRICT
Manager, Employment Exchange	1	1	1	-
Juvenile Employment Officer (Male)	1	-	-	-
Assistant Juvenile Employment Officer (Female)	1	1	1	-
Office Assistants	5	4	2	2
C/F	8	6	4	2

/CLERICAL .....

DESCRIPTION OF POST	AUTHORISED STRENGTH 1960	ACTUAL STRENGTH 1961	DISTRIBUTION	
			HEAD-QUARTERS	BERBICE DISTRICT
B/F	8	6	4	2
<u>CLERICAL ESTABLISHMENT</u>				
Class I Clerk	1	1	1	-
Class II Clerk	1	1	1	-
Clerical Assistants	2	2	2	-
<u>SUBORDINATE STAFF</u>				
Messengers	2	2	2	-
<u>TOTAL</u>	14	12	10	2

During the greater part of the year the Employment Exchange suffered an acute shortage of staff as a result of the absence on vacation leave of two Office Assistants, one of whom subsequently resigned, and the resignation of the Juvenile Employment Officer. Up to the end of the year the vacancies created by the resignations of the two officers had not been filled.

3. Geographical Distribution of Staff

The total Staff of 53 is housed in 3 buildings and is distributed as follows:-

- (a) Headquarters - 237 Camp Street, Georgetown - 35 persons.
- (b) Employment Exchange - 245 Regent and Bourda Streets, Georgetown - 12 persons.
- (c) Labour Department - New Amsterdam, Berbice - 6 persons.

The floor space afforded in the present building occupied at 237 Camp Street, has proved inadequate for the convenient accommodation of the entire staff. During last year proposals had been submitted for an extension of the building to meet the needs of the staff but up to the year under review work had not commenced.

4. Duties of the Department and Officers

There was no fundamental change during the year either in the duties of individual officers or of the Department as a whole.

The duties of the Department may be summarised as follows:

- (a) to advise Government on all labour matters and to prepare such reports as may be required from time to time;
- (b) to enquire into the causes and circumstances of disputes between an employer or any class of employers and employees, or between different classes of employees and to take steps to promote a settlement.

/(c) .....

- (c) to visit and inspect premises in which labour is employed and to obtain and require from employers information as to wages, hours and conditions of work of those employed;
- (d) to inspect factories in order to ensure that the provisions of the Factories Ordinance and the Regulations made thereunder are being complied with;
- (e) to investigate complaints relating to the non-payment of prescribed minimum rates of wages;
- (f) to inspect registers of wages and of holidays-with-pay in order to ensure compliance with legal requirements;
- (g) to inspect registers of accidents;
- (h) to foster the growth of trade unionism and to advise employers' associations and trade unions on the latest trends in industrial relations;
- (i) to operate the Employment Exchange Service for the registration and placement of unemployed persons.

5. The Commissioner of Labour, in addition to his normal duties, is Chairman of the following Standing Committees and Boards which deal with matters relating to the work of the Department:

The Standing Committee of the Employment Exchange.

The Juvenile Employment Committee.

The Georgetown Port Labour Committee.

The Board of Industrial Training.

He is also a member of the Board of Governors of the Government Technical Institute.

#### ORGANISATION OF THE DEPARTMENT

6. In order that these duties may be carried out efficiently, the Department is organised into -

- (a) An Inspectorate comprising -
- (i) Conciliation;
  - (ii) Enforcement;
  - and (iii) Factories Sections.
- (b) A Statistical Section.
- (c) Records and Accounting Sections.
- (d) An Employment Exchange Section.

The names of the Senior Officers of the Department are listed hereunder:-

Commissioner of Labour - Mr. J.I. Ramphal, O.B.E., J.P.,  
Barrister-at-Law.

Deputy Commissioner of Labour - Mr. F.G. Taharally, B.Sc.(Econ.)(Lond.)

/Inspectors .....



## Inspectors of Labour

- (1) Mr. E.A. Richards, M.B.A. (Columbia), B.Sc. (Econ.) (Lond.), B.Com. (Lond.), D.P.A. (Lond.), A.C.I.S., Barrister-at-Law.
- (2) Mr. R.A. Chung.
- (3) Mr. L.I. Naraine (resigned with effect from 1st July.)
- (4) Mr. H.G. Frampton, D.I.C., M.I.E.E., (contract expired 17.9.60).
- (5) Mr. G.H.D. Morgan.
- (6) Mr. M.G.N. Sankies.

## Assistant Inspectors of Labour

- (1) Mr. L.A. Dyal.
- (2) Mr. J.E. Chabrol.
- (3) Mr. O.L. Henry.
- (4) Mr. C.F. Singh.
- (5) Mr. F.A. Eytel.
- (6) Mr. A.B. Nedd, LL.B. (Lond.) Solicitor.
- (7) Mr. P.E. Fredericks (resigned with effect from 1st December.)
- (8) Mr. A.L. Price.
- (9) Mr. D.E. Shepherd.
- (10) Mr. J.A. Tyndall, B.A. (Hons.), B.Sc. (Econ.) (Lond.).

## Chief Clerk (Acting)

- Mr. M.M. Dial.

## Statistical Officer

- Mr. V.L.A. Wong, A.I.S., F.S.S.

## Manager, Employment Exchange Service

- Mr. Ram Harry.

II. GENERAL REVIEWAppointments and Assumptions of Duty

7. Messrs. M.G.N. Sankies and L.A. Dyal were appointed to act as Inspectors of Labour with effect from 17th February and 1st April, respectively. The former was later confirmed in his appointment with effect from 1st July, vice Mr. L.I. Naraine, resigned.

8. Messrs. A.L. Price, D.E. Shepherd and J.A. Tyndall, B.A. (Hons.) were appointed Assistant Inspectors of Labour with effect from 1st January. Mr. Tyndall, a primary school teacher and Mr. Price, Laundry Supervisor of the Public Hospital, Georgetown, assumed duty on 1st January, while Mr. Shepherd did not do so until 1st December because he could not have been released earlier from his former post of Co-operative Officer.

/Vacation Leave .....

Vacation Leave

9. During the year under review vacation leave was granted to the following officers:-

Mr. E.A. Richards, Inspector of Labour, with effect from 20th September.

Mr. R.A. Chung, Inspector of Labour, with effect from 23rd February to 25th September.

Mr. G.H.D. Morgan, Inspector of Labour, with effect from 5th April to 7th November.

10. Mr. J.E. Chabrol and Mr. O.L. Henry, whose vacation leave had commenced the previous year resumed duty on 7th July and 9th August, respectively. During their leave in the United Kingdom both officers attended Training Courses for Labour Officers arranged through the Colonial Office.

Resignations

11. Mr. L.I. Naraine, Inspector of Labour, resigned with effect from 1st July, to take up an appointment as Industrial Relations Officer with Bookers Sugar Estates Limited.

12. Mr. H.G. Frampton, Inspector of Labour (Factories), terminated his appointment with the Department on 18th September. He had been seconded to the Department through the Colonial Office in 1957 and his contract of service came to an end on 17th September. Mr. Frampton who had also performed the duties of Controller of Electricity as from 18th June, 1959, continued to do so after the expiration of his contract with the Department, and was attached to the Ministry of Communications and Works.

13. Mr. P.E. Fredericks, Assistant Inspector of Labour, was granted four months' vacation leave with effect from 1st December, prior to resignation, to take up an appointment with the B.G. Sugar Producers' Association.

14. During the year one Clerical Assistant was granted 144 days' leave with effect from 18th July, and another 76 days with effect from 15th August, prior to resignation due to marriage.

15. Three Class II Clerks also resigned to pursue studies in the United Kingdom. Their resignations took effect at the expiration of vacation leave granted to them.

16. In addition, three officers of the Employment Exchange - the Juvenile Employment Officer, an Office Assistant and a Clerical Assistant - tendered their resignations.

17. To summarise, eleven members of the Staff of the Department left the Service during the year. With the loss of trained and experienced personnel, the depleted Staff was under great pressure to cope with an ever increasing volume of work.

18. It would not be inappropriate to observe here that Industry and Commerce have been attracting trained employees of the Public Service, not the least, Labour Officers, whose experience in the field of Industrial Relations is in great demand.

Financial Provision

19. The total recurrent financial provision approved in respect of the Department for the year 1960 was \$192,008 made up as follows:

/.....

	<u>Labour Department</u>	<u>Employment Exchange Service</u>
Personal Emoluments	\$124,524	\$26,370
Transport and Travelling	20,340	1,200
Public Utility Undertakings and Public Health Services Arbitration Ordinance Expenses	5,000	-
Other Expenses	2,750	900
	<hr/>	
	\$152,614	\$28,470
Relief Messengers (For entire Public Service)	-	10,924
	<hr/>	
<u>TOTAL</u>	\$152,614	\$39,394
	<hr/>	

20. The total amount voted for the Department was \$1,697 more than that for the previous year. In the main, the increase was reflected in the travelling vote to the extent of \$2,840. On the other hand, there was a decrease of \$3,500 in the amount provided in respect of Public Utility Undertakings and Public Health Services Arbitration Ordinance expenses. Other increases shown mainly under "Personal Emoluments" represented normal increments on salaries of the authorised staff.

21. The Estimates of the Department to meet all requirements necessary for the proper and efficient administration of the Department have always been prepared on the basis of strict economy in keeping with the policy of Government.

22. Supplementary provisions involving a sum of \$924 were requested and approved to meet increased salaries for Relief Messengers.

Production and Employment

23. Compared with 1959 there were increases in the levels of production of all but one of the principal industries in the Colony.

24. Table I provides a comparative picture of the volume of production of the main industries during 1959 and 1960.

TABLE I

PRODUCTION IN CERTAIN INDUSTRIES 1959 AND 1960.

Commodity	Unit	1959	1960
Sugar	Tons	284,425	334,441
Rum	Proof Gallons	2,895,896	2,897,775
Timber(Govern- ment Forests)	Cubic ft. (Hoppus) (equivalent true volume)	6,547,000	6,565,615
Bauxite	Long tons	1,674,416	2,471,190
Gold	Bullion ounces	3,448	2,364
Diamonds	Metric carats	62,328	101,004
Rice	Tons	104,000	126,133

25. Sugar production during the year showed a marked increase of 50,016 tons compared with the previous year and exceeded by 17,441 tons the target of 317,000 tons set for the year.

26. There were slight increases in the quantities of rum and timber produced as compared with the previous year.

27. During the year the demand for bauxite increased, and as a result, the production figure of the previous year was exceeded by 796,774 long tons.

28. The production of gold showed a decrease of 1,084 bullion ounces on the figures for 1959, while the amount of diamonds produced showed a marked increase of 38,676 metric carats over last year's production.

29. In the Rice Industry there was a record production of 126,133 tons which exceeded the previous year's total by 22,133 tons.

#### Employment

30. Appendix I (Table I) indicates the level of employment in the principal industries and undertakings in the Colony.

#### Sugar Industry

31. There was a marked downward trend in the level of employment on Sugar Estates in 1960 compared with 1959. The continued decrease in the number of workers employed on Sugar Estates was due largely to the progressive development of the programme of mechanisation of the Industry, the use of weedicides, and also to efforts by the employers to stabilise the required labour force.

32. Tables II and III showing the average numbers of men, women and young persons employed weekly for the years 1957, 1958, 1959 and 1960, are set out hereunder:

TABLE II

#### FIELD WORKERS

(Average numbers employed weekly)

Category	1957		1958		1959		1960	
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
Men	14,076	72.2	13,572	73.9	12,706	75.9	12,295	76.8
Women	4,144	21.2	3,601	19.6	3,205	19.1	2,994	18.7
Young Persons	1,284	6.6	1,181	6.5	836	5.0	712	4.5
Total Field Workers	19,504	100.0	18,354	100.0	16,747	100.0	16,001	100.0

/TABLE III .....

TABLE III

## FACTORY WORKERS

(Average number employed weekly)

Category	1957		1958		1959		1960	
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
Men	4,683	92.4	4,764	92.7	4,495	94.0	4,254	95.0
Women	139	2.7	129	2.5	100	2.1	88	2.0
*Young Persons	248	4.9	248	4.8	189	3.9	136**	3.0
Total Factory Workers	5,070	100.0	5,141	100.0	4,784	100.0	4,478	100.0
Total Field and Factory Workers	24,574	-	23,495	-	21,531	-	20,479	-

\* These figures refer to boys only.

\*\* Excludes 142 apprentices.

33. The employment figures contained in the above tables reveal that the actual decrease in the average number of persons employed weekly in the Industry during 1960 was 1,052 compared with 1959. Of the average number of 16,001 employed weekly in the field during 1960, 76.8% were men, 18.7% women and 4.5% young persons. Table IV provides a comparative picture of the average number of days worked per week by field workers during each of the years 1957 - 1960.

TABLE IV

Average number of days worked per week by Field Workers during 1957 - 1960

Year	Adults		Young Persons		Total		Overall Average Male & Female
	Male	Female	Male	Female	Male	Female	
1957	4.35	3.79	4.64	3.98	4.37	3.72	4.25
1958	4.51	3.85	4.75	4.04	4.52	3.86	4.38
1959	4.51	3.80	4.64	3.90	4.51	3.80	4.37
1960	4.63	3.95	4.72	3.96	4.63	3.95	4.50

Appendix I Table VI(c) shows the average number of days worked by Field Workers in the Industry according to districts.

34. It will be seen from Table V that in comparison with 1959, there were substantial decreases in the number of man-days worked in all but one category of workers in the Sugar Industry.

/TABLE V .....

TABLE V

FIELD WORK ON SUGAR ESTATES

CATEGORY	MAN-DAYS WORKED			
	1958	1959	1960	Increase + Decrease - Over 1959
<u>Men</u>				
Resident and Non-Resident Piece Workers	2,292,738	2,115,149	2,183,358	+ 68,209
Resident and Non-Resident Time Workers	887,644	862,120	772,943	- 89,177
<u>Women</u>				
Resident and Non-Resident Piece Workers	456,319	394,084	394,043	- 41
Resident and Non-Resident Time Workers	264,834	237,918	220,709	- 17,209
<u>Young Persons</u>				
Male Workers	235,427	176,752	161,934	- 14,818
Female Workers	47,966	20,904	10,670	- 10,234
TOTAL	4,184,928	3,806,927	3,743,657	- 63,270

Field Work on Sugar Estates

35. Table VI shows the percentages of man-days worked by men, women and young persons during the years 1958, 1959 and 1960.

TABLE VI

PERCENTAGE OF TOTAL OF MAN-DAYS WORKED

	1958	1959	1960
Men	76.0	76.4	79.0
Women	17.2	18.0	16.4
Young Persons	6.8	5.6	4.6
	100.0	100.0	100.0

Rice Industry

36. Rice farming is carried on mainly by peasants and their families, and reliable statistics of the numbers gainfully employed are not available.

37. During the year under review, mechanisation of the industry continued apace both in the field and in the factory. With respect to the latter, it is of interest to note that several multi-stage mills were erected.

38. The average number of workers employed monthly by the British Guiana Rice Development Company Limited - the only large employer of wage earners in the Industry - on their holdings in the Mahaicony/Abary area was 280 (Appendix I Table I).

39. The average number of wage earners employed in rice mills during 1960 fluctuated between a low figure of 447 in July and a high figure of 784 in November. Details are as follows:-

TABLE VII  
EMPLOYMENT IN RICE MILLS 1959 and 1960

1959			1960		
Month	Male	Female	Month	Male	Female
July	78	6	July	433	14
April	588	17	November	750	34

Government Agriculture and Marketing

40. The average number of workers employed by the Government Agriculture and Marketing Services (Appendix I Table I) showed a slight increase of 59 as compared with 1959. The figures quoted relate principally to manual workers in Government Agriculture Services and Agricultural Research.

Bauxite Industry

41. There was a substantial increase of 526 in the average number of workers employed in the Bauxite Industry during 1960, compared with 1959 (Appendix I Table I).

Timber Industry

42. There is no reliable information regarding the total employment in the Industry during 1960. However, the estimated average number employed in sawmills during 1960 was 1,043 compared with 637 in 1959.

Waterfront

43. Employment in Port Georgetown is regulated and controlled by a voluntary body known as the Georgetown Port Labour Committee. This Committee is composed of nine members as follows:-

- (a) Four members appointed by the Shipping Association of Georgetown from among its members.

/(b) .....

- (b) Four members appointed by the Waterfront Branch of the British Guiana Labour Union from among its members.
- (c) A Chairman agreed upon by both sides, or failing agreement, appointed by His Excellency the Governor.

Since its inception, the Committee, by mutual request, has been operating under the Chairmanship of the Commissioner of Labour, with an Officer of the Department performing the secretarial duties.

44. At the end of 1960, the number of registered stevedores and wharf-workers fell from 383 to 379 and 459 to 456 respectively (Appendix I Table I). The decreases resulted mainly from the cancellation of registrations as a means of disciplinary action against workers under an agreed disciplinary code.

#### Employment Exchange Service

45. The Employment Exchange Service carried out its functions in a building provided for the purpose at Lot 245 Regent and Bourda Streets, Lacytown, Georgetown, and through the branch office of the Department of Labour in New Amsterdam, Berbice.

46. The Standing Committee of the Exchange, which is an advisory body on matters connected with the Service, held four meetings during the year. The Commissioner of Labour continued to perform the duties of Chairman of the Committee. (Personnel at Appendix II(a)).

47. The Juvenile Employment Committee which was established by the Governor on the 11th of November, 1951, to advise on matters relating to the Juvenile Section of the Exchange Service, held four meetings during the year. The main work of the Committee was channelled through two Sub-committees comprising members of the Main Committee. One of the Sub-committees which advises and guides youths who have been placed in employment, met on thirty-two occasions and interviewed 132 youths - 72 boys and 60 girls. The other Sub-committee which is concerned with re-establishing youths who have lost their jobs, held no meetings during the year. The Sub-committees are advisory to the main Committee. (Personnel at Appendix II(b)).

48. Thirty Domestic Servants and 105 Farm Workers recruited through the Employment Exchange, were sent to Canada and the United States of America respectively, during the year.

49. The number of unemployed persons on the Live Register of the Exchange fluctuated during the year. At the end of January the number was 5,395 but fell to 4,224 at the end of April. Thereafter there was a rise in the number which, at the end of May, was 4,375. Subsequently, however, there was a steady decline from 4,308 at the end of June to 3,082 at the end of December (Appendix I Table II).

50. Particulars of vacancies notified to and filled by the Employment Exchange during the year, are set out in Appendix I Table III(a). The number of vacancies notified and filled during 1960 increased by 785 and 649 respectively compared with 1959, and represents percentage increases of 18.3 and 18.6 respectively. Appendix I Table III(b) provides information regarding registrations and placings.

51. Particulars of the number of Ex-servicemen who used the Employment Exchange Service during 1959 and 1960, are set out hereunder:



TABLE VIII

EMPLOYMENT OF EX-SERVICEMEN 1959 - 1960

	1959	1960
Number registered	-	-
Number of submissions made	46	48
Number of placings made	25	28
Number of vacancies in which Ex-servicemen found work on their own accord	1	-
Number on the Live Register at the end of the year	20	5

Vocational Training

52. Vocational training in Government Departments was undertaken during the year in the Medical, Lands and Mines, Transport and Harbours and the Public Works Departments.

53. The Government Technical Institute, established by Government in 1951, continued to provide the necessary training facilities for technical personnel and handicraftsmen with a view to developing and improving their skill in a variety of trades. The numbers in training in January and December 1960 were 995 and 877 respectively.

54. During the year a new course of training designed for students wishing to qualify as land surveyors was introduced. At the end of the year there were 32 students attending this course.

55. Fifteen ladies successfully completed the Lady Tracer's Course and 115 students were successful at the City and Guilds of London Institute Examinations held in May-June, thus completing one phase of their course.

56. In January, 944 females were undergoing training in domestic science at three Science Centres and the Carnegie School of Home Economics. Of these, 328 completed their training while at the end of the year, 979 were still undergoing training.

57. In the educational field, the first batch of primary school teachers admitted under the new one-year course introduced in September 1959, successfully completed their training at the Georgetown Training College.

58. Appendix I Table IV gives information regarding vocational training undertaken by Government.

59. Training within Industry - Early in the year a course in Job Relations was held by an Officer of this Department for Senior Supervising Staff of the Transport and Harbours Department. On a subsequent occasion a similar course was held for Junior Supervising Personnel on one of the sugar estates.

60. Civil Service In-Training Courses - The Civil Service Association continued its series of In-Service Training Courses commenced during 1959. The lectures included the following subjects: The outline of the organisation and work of the various Ministries and Departments, Points on Government Accounting, Basic Supervisory Training and The Law and the Civil Service.

Apprenticeship Training

61. Apprenticeship Training continued to be the legal responsibility of the Board of Industrial Training which supervises all schemes in the Building, Engineering and Printing Trades.

62. At 31st December the actual number of persons and/or companies registered as Licensed Masters was 45, of which three were approved during 1960.

63. One hundred and twenty-one applications for the registration of apprentices were received and the total number on the Register of Apprentices as at 31st December was 333, classified as follows:-

Welders	12
Fitters	167
Steel Fabricators	13
Electricians	30
Blacksmiths	3
Pattern Makers	6
Machinists	19
Carpenters	21
Moulders	5
Cabinet Makers	1
Motor Mechanics	28
Draughtsmen	1
Masons	5
Agricultural Mechanics	16
Printing Trades	5
Coppersmiths	1
	<u>333</u>

64. Applications for the registration of apprentices recorded during the year are classified as follows:-

Steel Fabricators	4
Welders	3
Electricians	11
Pattern Makers	4
Machinists	7
Carpenters	4
Moulders	2
Motor Mechanics	14
Draughtsmen	1
Coppersmiths	2
Fitters	59
Printing Trades	10
	<u>121</u>

65. On 11th May, the first Certificates of Competency ever to be issued under the new scheme, were presented to three Apprentices who completed their apprenticeships at Blairmont Estate. Altogether, twenty Apprentices completed their training during 1960 and were issued with Certificates of Competency.

66. Thirteen Agreements relating to the training of a similar number of apprentices were cancelled during the year. The Agreements are classified as follows:-

Welders	1
Fitters	7
Steel Fabricators	1
Electricians	1
Pattern Makers	1
Machinists	2
	<hr/>
	13
	<hr/>

67. Towards the close of the year the Port Mourant Training Centre was granted recognition by the City and Guilds of London Institute as an official institution for preparing candidates for the Part I City and Guilds Examinations in Mechanical Engineering Craft Practice. It is expected that the first apprentices from this Centre to take the examinations will do so in 1961.

68. At the Training Centres at Port Mourant and Mackenzie, the latter operated by the Demerara Bauxite Company Limited, trainees receive basic training in fitting and an introduction to all aspects of engineering for the first two years of the course. At the expiration of this period a decision is then taken as to the particular branch of the trade in which the trainee will specialise.

69. A new trade "Auto Electrician" was added to the list of approved trades, bringing the total number of approved trades to 27.

70. Due to the increase in the number of apprentices during 1960, it was considered desirable that stricter supervision of their training was necessary, and to this end, approval was sought and obtained for the appointment of an additional Assistant Inspector of Labour to undertake these special duties.

Cost of Living

71. The Cost of Living Indices are prepared by the Statistical Bureau, in keeping with the recommendations of the International Labour Office Consultant, who completed a Survey on Family Expenditures in 1956.

72. The Consultant recommended inter alia that monthly urban and quarterly rural indices should be compiled for working class families; these two indices should be combined into a quarterly index by using urban/rural population weights; that the new index should be more accurately designated as the "Consumer Price Index"; and that the basis for the new index should be the average of prices during the year 1956. Other recommendations related to the method of compilation of the index, i.e. the formula to be used, the weighting system to be applied as well as the method of collection of price data.

73. Appendix I Table VII(a), gives the Urban Consumer Price Indices, the Rural Consumer Price Indices and the Consumer Price Indices for British Guiana for 1959 and 1960.

74. The Urban Consumer Price Index is commonly used in wages negotiations. In January, the Index Figure stood at 105.6. During the year the Index fluctuated, reaching its highest figure of 106.2 in May and its lowest of 105.1 in August. At the end of the year the Index Figure stood at 105.9.

75. The Rural Consumer Price Index stood at 102.6 in March, decreased to 102.4 in September and increased again to 102.5 at the end of the year.

76. The Consumer Price Index for the Colony fluctuated in a similar manner to the Rural Consumer Price Index. In March it stood at 103.5, decreased to 103.2 in September, and increased again to 103.5 at the end of the year.

77. Appendix I Table VII(b) gives the average retail prices of food consumed by working class families in Georgetown.

#### WAGES, HOURS OF WORK

##### Sugar Industry

78. Negotiations between the British Guiana Sugar Producers' Association and the Man-Power Citizens' Association resulted in an Agreement which provided inter alia for flat increases in wages for adult male time workers (daily and hourly paid) and also for an increase of  $7\frac{1}{2}\%$  in the cost of living allowance (bringing it to 125%), for cane cutters and other piece workers. Details of the new rates are given in Appendix I Table V.

79. Appendix I Table VI(b) shows the average weekly earnings of field workers on Sugar Estates.

80. A new Collective Labour Agreement was signed between the British Guiana Sugar Producers' Association (representing the employers) and the British Guiana Headmen's Union (representing certain categories of employees in the Sugar Industry).

81. The Agreement provides for revised salary scales and improved hours of work, leave facilities and other conditions of employment. The new salary scales, details of which are set out in Appendix I Table V, became effective on the 1st June.

##### Mining

###### (a) Bauxite

82. A new Collective Labour Agreement was signed between the Demerara Bauxite Company Limited and the British Guiana Mine Workers' Union granting workers a 12% increase in wages and the addition of Good Friday and Labour Day to the list of paid holidays. Other provisions include Severance Pay, Sickness and Accident Indemnity Plan, an improved vacation programme, transfer allowances and increases in the subsistence allowance made to employees required to reside temporarily away from home.

83. The new wage rates became effective on 1st January. Details of certain occupational categories are given in Appendix I Table V.

###### (b) Manganese

84. A new Collective Labour Agreement was made and entered into by the African Manganese Company (Mines Management) Limited and the British Guiana Mine Workers' Union representing the employees of this Company.

85. The Agreement applies to all areas in the Colony where this Company may operate and, in addition to laying down disciplinary measures, sets out the hours of work, leave facilities, wage rates and other conditions of employment applicable to the Company's employees. The new wage rates, details of which are given in Appendix I Table V became effective on 13th June.

##### Waterfront

86. A new Collective Labour Agreement was signed between the Shipping Association of Georgetown (representing the Employers of waterfront workers) and the Waterfront Branch of the British Guiana Labour Union on

/behalf .....

behalf of the waterfront workers. This Agreement provides for increased rates of pay and other benefits for these workers.

87. Included in this Agreement are arrangements for the introduction of a scheme to allow holidays-with-pay to those who qualify and also the establishment of a contributory pension scheme. The new wage rates, details of which are given in Appendix I Table V, became effective on the 2nd April.

Building Trades

88. A new Agreement was reached by the Joint Industrial Council for the Building and Civil Engineering Industries with regard to increased rates of wages for employees in these industries.

The new wage rates which are categorised hereunder became effective on 1st July:

<u>Occupation</u>	<u>Rate per hour</u>
Labourer	37¢
Carpenter Grade A	54¢
" " B	51¢
" " C	45¢
Mason Grade A	54¢
" " B	51¢
Painter Grade A	50¢
" " B	45¢

Government

89. In accordance with an Agreement reached after negotiations and discussions in Whitley Council, Government employees were awarded increased rates of wages. Details of the new wage rates, which became effective on 29th November, are given in Appendix I Table V.

Rice Industry

90. Negotiations over rates of wages which had been going on for some time between the British Guiana Rice Development Company and the Man-Power Citizens' Association came to an end with an Arbitration Award.

91. The new wage rates contained in the Award are given in Appendix I Table V.

Guiana Match Factory Limited

92. As a result of negotiations with representatives of the General Workers' Union, this Company agreed to a 7% increase in wages paid to all its employees. These new wage rates became effective from 1st July, and details in respect of certain categories of workers are given in Appendix I Table V.

Mayor and Town Council Employees

93. An arbitration award concerning increased salaries and rates of wages for employees of the Mayor and Town Council was made in November. The Tribunal's Award resulted from the setting up of an Arbitration Committee by mutual consent. The new salaries and rates of wages became effective from 1st July.

94. According to the terms of the Award, a new minimum wage of \$3.00 per day for unskilled labourers and weekly paid employees was established. All other grades received a flat increase of 48¢ per day or its weekly equivalent.

III. INDUSTRIAL RELATIONSA. INDUSTRIAL RELATIONS AND DISPUTES(a) General

95. Generally speaking, employer-employee relationships were reasonably satisfactory for the first half of the year. During the latter half, however, some signs of unrest became evident, and in the Government Service, relationship improved towards the end of the year when agreement was reached on new wage rates payable to certain categories of Government Employees.

(b) Industrial Disputes(i) Sugar Industry

96. There were about 26 disputes in the Sugar Industry which resulted in stoppages of work. Most of these stoppages were of short duration, and only two lasted for five days or more. Particulars of the stoppages of work are set out in Appendix I Table XI, Part II. The main disputes were as follows:-

(a) Dispute at Port Mourant Estate

97. On 10th February, cane cutters employed at Port Mourant Estate, Corentyne, ceased work in protest against proposals to change the pay day from Saturday to Friday and to increase the qualifying period for cane cutters' employment in the autumn crop from  $33\frac{1}{3}\%$  to 50% of the available days worked in the preceding crop. Work was resumed on the 16th February. The workers' grievances were subsequently discussed by representatives of the Man-Power Citizens' Association and the Sugar Producers' Association and a settlement reached.

(b) Dispute at Uitvlugt Estate

98. On the 5th April, certain gangs of cane cutters at Uitvlugt Estate, West Coast Demerara, ceased work. The reasons given for the stoppage were:-

(i) dissatisfaction over the minimum weight of  $6\frac{1}{2}$  tons per punt load insisted on by Management;

(ii) unfair distribution of punts;

and (iii) demand for extra payment when obstacles were encountered during clearing operations.

Work was resumed on the 9th April, after the workers' grievances were settled by mutual agreement between Management and representatives of the Man-Power Citizens' Association.

(c) Sugar Estates Clerks' Association Dispute

99. During the second half of the year, negotiations began between representatives of the Sugar Estates Clerks' Association and the British Guiana Sugar Producers' Association in connection with salaries and conditions of employment of all clerical personnel on Sugar Estates. After prolonged deliberations, no satisfactory agreement was reached and the Commissioner of Labour was requested to intervene as conciliator in the dispute. The deadlock however, continued and on the 20th July a one-day token strike was staged by the majority of clerks on Sugar Estates. Several meetings were subsequently held in an attempt to resolve the points on which there was failure to agree. The talks finally broke down when the parties failed to reach agreement on the question of salary increases for 1960.

100. At the end of September, the position remained unchanged and the Union expressed its willingness to refer the matter for settlement by arbitration. This proposal, however, did not find favour with the Employers. In November, over five hundred Sugar Estates' Clerks went on strike which lasted for 18 days in protest against the Sugar Producers' Association's refusal to submit the dispute for settlement by arbitration. Eventually, at the request of a delegation from the Sugar Estates Clerks' Association, the Minister of Labour recommended to His Excellency the Governor, the appointment of an Advisory Committee under Section 6 of the Labour Ordinance, Chapter 103, to investigate the matter. Work was then resumed. At the end of the year the Committee was still carrying out its investigations.

(ii) Undertakings in Industries other than Sugar

101. The main disputes were as related hereunder:

(a) B.G. Airways (Government)

102. There was a stoppage of work by the pilots of B.G. Airways Ltd. (Government) which lasted from the 2nd to the 4th February. The dispute arose from the failure by the Director of Civil Aviation to issue an Operations Manual as well as from dissatisfaction over the question of increases in salaries for pilots and co-pilots. The pilots resumed normal operations after an assurance was given to them that Government would institute inquiries from the Secretary of State for the Colonies regarding the salaries of pilots in other Commonwealth Countries and give a decision on the question by the end of March 1960. Pay increases were eventually granted by Government and accepted by the pilots and co-pilots.

(b) Motor Transport Limited

103. On the 3rd May, the Department of Labour was informed that about thirty-five employees of Motor Transport Limited had gone on strike. This action had been taken in protest against the dismissal of a driver who, Management claimed, through negligence had caused serious damage to a bus on 16th April. The driver denied that the accident was due to any negligence on his part and claimed that there were mechanical defects in the vehicle. Negotiations were opened between the Management of Motor Transport Limited and Executives of the Cosmopolitan Workers' Union but all efforts to get the worker reinstated proved futile.

104. Officials of the Department of Labour were then invited to join in the discussions in an effort to bring about a settlement. The Union was told that the workers had violated the terms of the Agreement concerning the procedure to be adopted in the settlement of any dispute before resorting to strike action. The workers were then advised to resume duty pending an investigation into their complaint. There was a full resumption of work on the 5th May. The employers agreed in subsequent negotiations to re-instate the worker if he were acquitted by the Court of police charges instituted against him. The worker was however, convicted, and the Union dropped the matter.

(c) Soil Mechanics Limited

105. On the 29th June, it was reported that about 250 employees of Soil Mechanics Limited had staged a sit-down strike. These workers were engaged in the construction of the Bulk Storage Sugar Plant at Ruinveldt and this action on their part was taken in protest against the delay in granting recognition to the General Workers' Union as their bargaining agent. The strike took place while the contractors were negotiating with two Unions - the Amalgamated Building Trade Workers' Union and the General Workers' Union - each of which was demanding recognition as the bargaining body for these workers. Work was resumed on the 30th June and subsequent investigations and negotiations resulted in the recognition of the General Workers' Union by the employers.

(d) Milk Pasteurisation Plant

106. On the 22nd September, there was a sitdown protest strike by employees of the Milk Pasteurisation Plant. The strike resulted from dissatisfaction among the workers on the following matters:-

- (i) Management's decision that overtime rates would be paid only after forty-eight hours work per week had been completed.
- (ii) The practice of paying only for the hours actually worked on Sundays.

The workers agreed to resume work pending a full investigation by Management into their grievances.

107. In the settlement that ensued, it was agreed:-

- (i) that overtime would be paid for all hours worked in excess of eight per day;
- and (ii) that payment would be made for a full 8-hour day when work was done on Sundays.

(e) Mayor and Town Council - Municipal Workers' Union Dispute

108. During the early part of the year a Committee under the Chairmanship of Mr. P.W. King, C.B.E., was set up by the Mayor and Town Council with the following terms of reference:-

"To consider and report to the Council on the re-classification and salary structure relating to all employees of the Council."

109. The Report of this Committee was presented in July and was accepted without reservation by the Union representing the employees, but unfortunately, did not find favour with the Council. The Union felt that the decision of the King Commission should be binding on both sides as its personnel had been selected by agreement of both parties. The Council did not agree with this view and subsequently made another offer to the Union. They expressed willingness to consider at a later date the recommendations of the King Commission, and to include in their Estimates for the following year such additional expenditure as would be involved. The Union refused this offer and negotiations were opened in an effort to resolve the issues. On 5th September, however, following failure to reach agreement the workers went on strike.

110. Work was resumed on the 9th September on both sides agreeing that the Mayor and Town Council and the Sewerage and Water Commissioners would appoint as early as possible, a Committee of one independent member as Chairman, one nominee of the Council and one nominee of the Union, to consider the general question of wages, salaries and conditions of employment so far as it affected members of the Union, and to make an Award. Both sides further agreed that the Award would be binding.

111. During September, the personnel of the Arbitration Committee was announced as follows:-

Mr. G.W.E. Cooper, O.B.E. - Chairman  
Mr. Eric Phillips, Town Council Representative, and  
Mr. J.H. Pollydore, Union Representative.

112. Early in November, the Tribunal's Award was released. A summary of the Award was as follows:-

- (i) Unskilled labourers and weekly paid employees - from 1st July, 1960 to 31st December, 1960 - a new minimum wage of \$3.00 per day. All other grades to receive a flat increase of 48¢ a day or its weekly equivalent.

/(ii) .....



- (ii) From the 1st January, 1961 to 31st December, 1961, a new minimum wage of \$3.10 per day, all other grades to receive a flat increase of 58¢ a day or its weekly equivalent.
- (iii) From the 1st January, 1962 onwards a new minimum rate of \$3.20 per day, all other grades to receive a flat increase of 68¢ per day or its weekly equivalent.
- (iv) Commensurate increases were given to the monthly, executive, administrative and clerical grades.

(f) Continental Biscuit Factory - B.G. Labour Union Dispute

113. On 26th August, the Commissioner of Labour was informed by the B.G. Labour Union that employees of the Continental Biscuit Factory had gone on strike in protest against the alleged wrongful dismissal of two of their number. The Company claimed that the workers in question had been dismissed for inefficiency and malingering on the job.

114. Negotiations were opened between representatives of the Union and the Company under the Chairmanship of the Deputy Commissioner of Labour in an effort to resolve the dispute. Two overseas Directors of the Company from Barbados and Trinidad attended a joint conference on the 15th September at which agreement on the conditions prerequisite to resumption of work was reached.

115. One of the dismissed workers was subsequently reinstated and an Ad Hoc Committee of Inquiry was set up by the Commissioner of Labour at the request of the parties with the following terms of reference:-

"To enquire into the causes of the unauthorised strike which occurred at the Continental Biscuit Factory on the 26th August, 1960, and the justification or otherwise of Management's decision to take disciplinary action against Mr. A. Damon and any other circumstances which may be relevant to the issue and to make recommendations."

116. The Personnel of the Committee was as follows:-

Mr. R.H. Backwell, Chairman  
Mr. L.I. Naraine, Employers' Representative; and  
Mr. J.H. Pollydore, Employees' Representative.

The Committee in its Report recommended inter alia that Mr. Damon should be reinstated. This recommendation was implemented by the Employers.

(g) Mahaicony-Abary Rice Development Scheme - M.P.C.A. Dispute

117. On the 29th October, all the employees of the factory at the Mahaicony-Abary Rice Development Scheme went on strike. This action was taken in protest against the dismissal of a cashier in the Mahaicony Office for alleged incompetence. Negotiations between representatives of the Man-Power Citizens' Association and executives of the B.G. Rice Development Company ensued and following several meetings, the workers agreed to a resumption of work on the 1st November pending further investigations into the dispute. In the settlement that was finally arrived at the cashier was reinstated as a bookkeeper.

(c) Negotiations

(i) Mining

(a) Bauxite

118. During the first part of the year a new collective labour agreement was signed between the Demerara Bauxite Company Limited and the B.G. Mine Workers' Union granting workers increased wages and

/improved .....

improved working conditions. This Agreement was reached following a period of negotiations between representatives of both parties.

(b) Manganese

119. A new collective labour agreement effective from the 13th June was reached between the African Manganese (Mines Management) Limited and the B.G. Mine Workers' Union representing the employees of the Company. The Agreement which applies to all areas of the Colony where the Company may operate provides for new wage rates and conditions of work.

(ii) Waterfront Workers - Introduction of a Scheme to allow Holidays with Pay

120. Around mid-year, a new collective labour agreement was signed between the Shipping Association of Georgetown, representing the employers of waterfront workers and the Waterfront Branch of the B.G. Labour Union on behalf of the waterfront workers. This Agreement provided for increased rates of pay and other additional benefits. Included therein were arrangements for the introduction of a scheme to allow holidays with pay to those who qualify and also for the establishment of a Contributory Pension Scheme. The new wage rates became effective on 2nd April.

121. Just before the end of the year another agreement was reached between the parties for the introduction of shift work in the port of Georgetown. According to the terms of the Agreement, registered waterfront workers would be divided into two groups, viz: 'A' and 'B' and as such would be eligible for employment according to the availability of work during one of the two shift periods.

122. It was also agreed to establish a Levy Stabilisation Fund supervised by the Port Labour Committee for the payment of 'attendance' money.

123. Under the terms of the Agreement the Association undertook to pay a minimum guaranteed amount of \$20.00 per week to registered leading hands and winchmen, \$19.00 per week to registered stevedores and \$15.00 per week to registered wharfworkers provided they were available for work and present at the agreed time at the wharves or calling-on places notified by the employers.

124. The Agreement was to become effective from a date to be notified by the Association and the Union jointly but not later than the 1st March, 1961.

(iii) Sugar Industry

125. A new collective labour agreement was signed between the B.G. Sugar Producers' Association and the B.G. Headmen's Union (representing certain categories of employees in the Sugar Industry). The Agreement provided for revised salary scales, hours of work, leave facilities and other conditions of employment for these workers.

(iv) Match Industry

126. As a result of negotiations with representatives of the General Workers' Union, the Guiana Match Factory Limited, granted with effect from 1st July, a 7% increase in wages paid to all its employees.

(d) Arbitration

(i) Rice Development Company

127. Negotiations between the Man-Power Citizens' Association and the Rice Development Company for increased wages for employees of the Company failed to result in an agreement, the Company maintaining that it could not accede to the Union's proposal. The Commissioner of Labour was informed of the Company's decision and a request was made by the employers

.....  
/that .....

that the dispute should be deferred to arbitration. Both parties agreed on this procedure after separate meetings with the Deputy Commissioner of Labour and Mr. G.W.E. Cooper was selected as arbitrator.

128. On the 21st October a Wage Award was made.

(ii) Demerara Electric Company

129. During the first quarter of the year, the Man-Power Citizens' Association reported that the Management of the Demerara Electric Company had failed to implement the Award of the Arbitration Tribunal in connection with the demotion of a turbine operator named Watson. The Tribunal awarded that Watson's demotion was unjustified and unjustifiable. Management had reduced Watson's status from turbine operator to Grade II Fitter but his pay remained unchanged. Both parties met subsequently under the Chairmanship of the Commissioner of Labour in an effort to resolve the matter. The post of Labour Foreman was subsequently offered to Mr. Watson by the Demerara Electric Company and accepted by the Union.

B. GROWTH OF TRADE UNIONS AND TRADE UNION EDUCATION

130. During the year under review, there was great activity in the Trade Union Movement.

131. In response to a request for assistance made in 1959 by the B.G. Trades Union Council to the I.C.F.T.U., the Council was informed by Mr. McDonald Moses, Caribbean Representative of the International Solidarity Fund of the I.C.F.T.U. that a substantial sum of money and the gift of a motor vehicle had been approved for the Council.

132. The B.G. Trades Union Council endeavoured to push ahead with plans to improve the Trade Union Movement in the Colony. Their main efforts were directed towards:-

- (i) Merging the twenty-five (25) affiliated unions into seven (7) strong, economic and efficient unions;
  - (ii) Organising the unorganised workers into the seven (7) unions;
- and(iii) Running Trade Union courses along with the merger and organising drives.

133. Some progress was achieved on the proposal to merge the Unions affiliated to the B.G. Trades Union Council into seven (7) large unions. The Moulders and Mechanics Union merged with the B.G. Labour Union. Discussions in connection with the merger arrangements were still in progress at the end of the year. Appendix I Tables X(a) and X(b) give a list of the registered Trade Unions, according to paid-up membership and size.

134. During the early part of the year a one-month residential trade union seminar was held under the joint auspices of the B.G. Government, the B.G. Trades Union Council, the University College of the West Indies and the International Co-operation Administration of the U.S.A. The course was attended by about forty (40) trade unionists representing various unions in British Guiana and was declared open by the Honourable Minister of Labour, Health and Housing on 1st February.

135. Among the lecturers were Dr. Rawle Farley, Acting Director of Extra Mural Studies, U.C.W.I., Dr. Alfredo Nazario, Director of the Institute of Labour Relations at the University of Puerto Rico, Mr. Ben Segal, Education Director of the International Union of Electrical, Radio and Machine Workers of the U.S.A., Dr. Zin Henry, Acting Staff Tutor, Industrial Relations, U.C.W.I., Dr. Bertram Collins, Resident Tutor, U.C.W.I. Extra Mural Department, British Guiana, and Officers of the Department of Labour.

136. Another trade union seminar was held at Mackenzie, Demerara River, under the auspices of the Demerara Bauxite Company Limited, and the B.G. Mine Workers' Union. Guest speakers included Mr. J.I. Ramphal, O.B.E., Commissioner of Labour, Mr. E.A. Richards, Inspector of Labour, Mr. J.W. Gale, British Council Representative and Dr. Collins, Resident Tutor, U.C.W.I. in British Guiana.

C. DEVELOPMENT IN JOINT CONSULTATION

137. In some industries and undertakings, joint consultative bodies exist, and assist materially in fostering harmonious employer-employee relationships.

138. The industries and undertakings and the approximate numbers of persons covered by such Councils during the year were as follows:-

<u>Industry and Undertaking and Number of Committees</u>	<u>Approximate Number of Persons Employed</u>
(i) <u>Sugar</u>	
25	21,000
(ii) <u>Rice</u>	
1	250
(iii) <u>Bauxite</u>	
1	2,400
(iv) <u>Electricity Supply</u>	
1	250
(v) <u>Match</u>	
1	180
(vi) <u>Municipality</u>	
2	850
(vii) <u>Furniture</u>	
1	75
(viii) <u>Pure Water Supply</u>	
1	120
(ix) <u>Government</u>	
1	5,200
3 Whitley Councils one each for -	
(a) Professional and Administrative Officers.	
(b) Other Employees.	
(c) Teachers.	

139. Apart from this, 11 Hospital Staff Councils operate in 8 Institutions. Of these, 4 cater for Nursing Staff and 7 for Non-Nursing Staff.

140. Provision was made for the operation of a Staff Council in every Government Department, but in practice only a few such Councils function.

141. Of the joint consultative bodies in existence, only one, i.e., the Joint Consultative and Advisory Committee of the Demerara Bauxite Company Limited combines the function of a Joint Industrial Council and Joint Consultative Committee.

D. METHODS OF FIXING WAGES

142. Wages are fixed by:-

- (a) Collective Bargaining.
- (b) Legislation.

143. Collective Agreements exist in most of the larger industries and undertakings covered by trade unions, e.g. sugar, bauxite, rice, timber, shipping and government.

144. Where, however, the workers are not organised or the organisation is weak, Wages Councils appointed under the Wages Councils Ordinance 1956 or Ad Hoc Advisory Committees appointed under Section 7 of the Labour Ordinance, Chapter 103 are set up.

145. During the year under review, two Advisory Committees were investigating the conditions of employment of persons employed in (a) Laundries, (b) Hotels, Parlours, Restaurants, Cookshops and Spirit Shops. At the end of the year, the Committees had not yet submitted their Reports.

146. Wages Councils were operating in the following undertakings:-

- (a) Timber Grants.
- (b) Sawmills.
- (c) Aerated Water Factories.
- (d) Printeries.

No Wages Regulation Orders were made in respect of (a), (c) or (d), but Wages Proposals were under consideration by the Councils.

IV. SAFETY, HEALTH AND WELFARE

147. Safety Committees on Sugar Estates throughout the Colony continued to function satisfactorily and many noticeable achievements relating to workers' wellbeing were accomplished. A developing sense of awareness for safe working conditions was displayed by employees - a trend which can be regarded as the outcome of hard work put in by the Safety Committees.

148. In the mining town of Mackenzie where the larger of the two bauxite companies operates, there has been a further downward trend in the incidence of accidents due mainly to the fine efforts by the Company's Safety Officers with the co-operation of the Supervisory Personnel. With the completion of the Alumina Plant, a subsidiary of the Demerara Bauxite Company, even more exacting standards can be anticipated in the furtherance of safety standards.

149. In the field of education, which is an important aspect of the functions of the Department, lectures relating to Safety, Health and Welfare aspects in factories, the provisions of the Factories Ordinance and Regulations made thereunder, as well as other aspects of the work of the Department were expanded during the latter half of the year, and in this respect leading industrial firms in the Colony availed themselves of the services of officers of the Department at their training courses for supervisory personnel.

150. Through the good offices of Mr. E.W. Sheridan, Director of I.C.A., Mr. Ivor Allan, Audio Visual Aids Specialist, conducted a programme of lectures throughout the Colony. His main talk, however, was given at the Government Technical Institute Building, Camp Road, where he discussed generally the use of these media in schools as well as in the field of adult education and public information.

151. Consideration was given to the possibility of establishing within the Government Information Services, an Audio Visual Unit which would advise and serve the needs of the extension division of Government Departments and other agencies engaged in the broad field of safety education.

152. On display during the lecture were many examples of visual aids and inexpensive materials and gadgets which could be used for making these devices. Perhaps, the most interesting of these exhibits was a silk press which, as Mr. Allan explained, was ideal for cheap printing of safety literature and visual aids.

153. The work of the Factory Inspectorate was confined mainly in the principal industrial areas. Visits, however, were also paid to outlying districts and to some riverain regions. Sawmilling and logging operations were the chief industries examined, while visits to quarrying and light engineering works were also made.

154. So far as new industries were concerned, attention was directed mainly towards guidance on the requirements of the relevant laws, and also, in connection with the proper design of guards on machinery for the prevention of accidents to employees. Officers are of the view that in most undertakings other than the large ones, there was a considerable lack of knowledge of even the fundamental aspects of safety practice and principles and efforts are being made to correct this.

155. The relationship between the Factory Inspectorate and the Coroner's Court continued to be cordial. Officers attended four inquests to assist in determining whether there was any contributory negligence on the part of the employer, or any breaches of the provisions of the Factories Ordinance. In most cases it was determined after cross examination of witnesses that the injured person had indulged in unsafe acts which unfortunately proved fatal. In every case the dependants of the deceased received compensation under the Workmen's Compensation Ordinance.

156. In the outlying districts where logging and sawmilling operations are carried on the Medical Department has launched a comprehensive campaign to eradicate malaria in swampy areas usually infested with mosquitoes.

157. To supplement the work already begun, a new drug called "Chloroquin" was introduced with a view to controlling this disease. According to health authorities the drug is added to common salt used for cooking purposes. It is claimed that in a short period of time high concentrations of the drug are stored in the body which effectively combats malaria. Figures released by the Medical Department revealed that there was a downward trend of reported cases of malaria since the introduction and use of the new drug.

#### Industrial Accidents

158. Ten thousand, one hundred and eighty-three (10,183) accidents reportable under the Accidents and Occupational Diseases (Notification) Ordinance came to the notice of the Department during the year. These accidents accounted for an estimated loss of 295,697 man-days, inclusive of a weighting for 29 fatalities and also for 13 other accidents causing permanent partial disability.

159. In the main, the general pattern of classified statistics set out in Appendix I Tables IX(a), IX(b), IX(c), IX(d), closely follows that

of the previous years and it appears that the Department's efforts by way of inspections, propaganda, advisory talks to work people, supervisors and employers, as well as other bodies, have brought a greater sense of awareness for the importance of accident prevention measures.

160. There were several instances where indirect information of an accident eventually led to enquiries that resulted in statutory notification being received. Employers generally have complied in the keeping of records pertaining to accidents and to a greater extent took steps to ascertain the causes of accidents with a view to eliminating contributing factors.

161. With expansion in the industrial sector as well as extension of existing works in other fields - particularly in constructional projects - power driven machinery no longer accounts for a large proportion of the accidents. Inspections revealed that fencing and safeguarding of machinery in modern plants are generally better than those in establishments of long standing. This is explained by the fact that new equipment from reputable manufacturers incorporate basic guards of dangerous parts. However, the fitting of guards around dangerous parts of machines and transmission belts, pulleys, etc., as part of the process of accident prevention is gaining ground.

162. There was a noticeable increase in the number of fatal accidents resulting from the improper use of tractors in the field. Some degree of blame especially in the rice industry, could be attributed to drivers of tractors carrying passengers, and in other instances to inexperienced drivers attempting to negotiate dangerous and tricky gradients over difficult terrain. Manufacturers' representatives have recognised this fact and in this connection several firms have sent personnel away for specialist training in the United Kingdom, as well as to the United States of America with a view to equipping such personnel to educate workpeople in the correct techniques of operating tractors. It is too early to evaluate the effect of this new phase of safety education, but there is good ground for hope that there would be a downward trend in the number of accidents caused by the improper handling of tractors.

163. Five thousand, two hundred and thirty-two (5,232) accidents, including 13 fatalities of which 8 were due to personal negligence and 5 as a result of falling objects, occurred as a result of:-

- (a) persons falling on objects;
- (b) incorrect use of tools;
- (c) objects falling on persons;
- (d) persons stepping on sharp or pointed objects; and
- (e) incorrect methods of handling or lifting goods.

164. More attention needs to be given to the planning of work as well as to acquiring of knowledge as to the causation of accidents if the number of accidents is to be reduced substantially. The activities of the local safety committees should contribute substantially to reducing accidents.

## V. LIVING CONDITIONS

### Housing

165. The problem of housing, aggravated by a steady increase in population, continued to be an important one. Progress was made during the year by the Central Housing and Planning Department in alleviating overcrowding, squalor and distress, especially in the urban areas. In its efforts to improve conditions of the masses, the Housing Department laid emphasis on the spirit of self-help in the community. During the year the construction of 81 self-help houses was commenced.

166. The Committee of the Sugar Industry Labour Welfare Fund continued its rehousing programme. During the year 2,266 applications by sugar estate workers for loans to build their own houses were received involving an amount of \$1,000,898.35. Of these applications, 1,998 were approved,

the amount involved being \$843,489.22. Of the number of applications approved, 505 involving a sum of \$126,250.00 were for additional loans for painting and guttering. Two applications for \$455.00 were in respect of additional loans to assist workers to complete their houses, while 760 applications involving a sum of \$79,800.00 were for connecting water pipes to workers' houses. The number of new houses built during the year was 730.

167. During the year, expenditure totalling \$48,830.56 was approved for the development or extension of 48 housing areas, \$338,001.24 for water supply installations, and \$606,194.48 for construction and maintenance of roads in Housing Areas.

Welfare Projects on Sugar Estates

168. At the end of 1954, the Sugar Industry Labour Welfare Fund Committee had approved in principle a comprehensive welfare scheme for sugar estates. In implementation of this scheme, the Committee approved expenditure of \$68,481.23 during 1960. Details of the projects approved are as follows:-

<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u>
<u>Skeldon</u>	Female Welfare Officer's House	\$ 9,352.09
	Community Centre	2,814.07
	Girls' Club	685.97
	Caretaker's House	650.38
<u>Port Mourant</u>	Community Centre and Equipment	5,583.73
	Groundsman's House	738.35
<u>Albion</u>	Construction of dam around Community Centre	125.92
<u>Rose Hall</u>	Community Centre	1,500.00
	Community Centre Lighting Installations	3,170.35
<u>Blairmont</u>	Community Centre and Equipment	555.25
	Girls' Club and Equipment	659.40
	Caretaker's House	116.27
	Recreation Ground	205.88
<u>Bath</u>	Nurse's Quarters and Clinic	461.10
<u>Enmore</u>	Community Centre and Equipment	698.34
<u>Lusignan</u>	Community Centre and Equipment	3,153.65
	Girls' Club Equipment	22.83
	Clinic	1.50
	Caretaker's House	17.44
	Welfare Officer's House	16.05
<u>La Bonne Intention</u>	Community Centre and Equipment	1,325.91
	Girls' Club	1,301.85
	Welfare Officer's House	827.92
	Caretaker's House	600.28
	Recreation Ground	711.88
	Nurse's Quarters and Clinic	2,758.51
<u>Farm</u>	Community Centre and Equipment	1,041.65
	Creche/Dispensary	200.86
<u>Providence Demerara</u>	Recreation Ground	3,000.00
	Welfare Officer's House	60.77
	C/F	<u>\$42,358.20</u>

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<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u>
	B/F	\$42,358.20
<u>Wales</u>	Motor Mower	450.25
<u>Versailles</u>	Girls' Club Equipment	148.20
<u>Leonora</u>	Recreation Ground	4,046.00
	Girls' Club Electric Generating Set, etc.	5,636.10
<u>Uitvlugt</u>	Community Centre and Equipment	12,905.43
	Caretaker's House	380.66
	Welfare Officer's House	373.14
	Girls' Club and Equipment	1,464.00
	Recreation Ground - Metenmeerzorg	158.25
	Recreation Ground - Zeeburg/DeWillem	561.00
		<hr/>
		\$68,481.23

#### Training and Appointment of Welfare Officers

169. Four new Welfare Officers - two male and two female - were appointed after receiving training of three months duration at the Sugar Producers' Association's Office by the Welfare Adviser and Assistant Welfare Adviser, and three months probationary work with Welfare Officers on an Estate. They were posted to Skeldon, Albion, Enmore and La Bonne Intention Estates.

170. This brings the total number of Welfare Officers at the end of the year to twenty-five, eight of these being Female Officers.

171. Two Residential Conferences for Welfare Officers were held during the year. At these Conferences, lectures on various aspects of welfare work were given.

172. Three weekend Training Courses and one holiday week camp were held on various Estates. Welfare Officers also attended courses which were primarily organised for leaders from all Sugar Estates.

#### VI. HEALTH

173. During the year, no cases of silicosis or other diseases of occupational origin were detected, nor was there any evidence of gross malnutrition among the labouring section of the population.

174. No studies were carried out to provide data on the diet of the wage earning labourer as compared with the normal scale of other comparable sections of the population.

#### VII. SOCIOLOGICAL ASPECTS

##### Recruitment of Labourers for Agricultural Work in the U.S.A.

175. At the beginning of the year there were 41 farm labourers in the United States of America, and these represented part of the 99 who were recruited in 1958. In October, a request from Washington, U.S.A. was received for a complement of approximately 100 workers to be sent to that country in November.

176. Despite the short notice, 105 workers of the required standard were selected, medically examined and transported to the United States of America at the end of November.

177. At the time of the departure of the recruits, there were 29 farm workers still serving in the United States of America, and at the end of the year, the total number stood at 134.

178. The cost of the outward passages of the workers up to Jamaica was advanced by the B.G. Government while the cost from Jamaica to the United States of America was advanced by the American employers.

179. In the light of past experience, recruits were required to provide guarantors for the repayment of loans advanced towards the cost of their outward passages with interest at the rate of  $6\frac{1}{2}\%$  per annum and also for the repayment of the cost of their repatriation, if necessary.

180. The total savings made during the year by all workers who were still serving in the United States of America was \$37,598.63 (B.W.I.) which represented 15% deducted from all earnings under the terms of the Agreement entered into between the workers and Government. From these savings, sums totalling \$7,403.76 (B.W.I.) were paid locally to the authorised allottees of the workers, and a further amount of \$9,440.55 (B.W.I.) comprised sums released to workers who returned to the Colony during the course of the year.

#### Domestics for Canada:

181. In 1956, a batch of 30 domestics was recruited for work in Canada under a scheme by which a quota of 30 was allocated to this territory for admission into Canada. The recruits were required to work for one year under contract, following which they were eligible to seek Canadian citizenship and accept any other type of employment.

182. The workers had proved very satisfactory to their employers and requests for further quotas had been received from the Canadian Government in subsequent years. Accordingly, at the end of 1960, the total number of women recruited was 150.

183. On 27th May, 1960, a batch of 30 domestics left for Montreal, Canada, after completing the usual training course in cookery, laundry, and homecraft at the Carnegie School of Home Economics. The successful candidates were selected after several applications were processed and after they had satisfied all medical requirements stipulated by the Canadian Government.

184. Once again, Government made available to the selectees loans under guarantee to meet the cost of their air passages to Montreal. The amounts were made repayable in monthly instalments with interest at the rate of 6% per annum.

#### Migration within and without the Colony

185. There is no reliable information regarding the extent of migration within the Colony. The seasonal movement of labour continued from the coastlands to the interior and vice versa - mainly to the gold and diamond areas and to the wood and charcoal grants, stone quarries and the newly established manganese producing plant at Matthews Ridge.

186. There was a noticeable amount of migration out of the Colony during the year. Most of the migrants left for the United Kingdom and included among them were artisans and workers of many skills and trades.

#### VIII. SOCIAL SECURITY

187. The payment of Old Age Pensions and Public Assistance, as provided by legislation, continued throughout the year.

188. During the year, several commercial organisations completed arrangements for the introduction of Social Security Schemes for their employees. Embodied in these Schemes were provisions for Contributory Pensions, Group Insurances, Sickness Benefits, etc.

IX. WOMEN AND CHILDREN

189. There is no reliable information regarding the employment of women, young persons and children. Nevertheless, indications are that an increasing number of women have been entering wage-earning occupations.

190. Apart from the Sugar Industry, where the tendency is to displace female by male labour, women are absorbed in substantial numbers in most fields of employment particularly in commercial organisations, in the shirt and garment factories, and in various manufacturing industries such as cigarettes, plyboard, drug, biscuit, soap, margarine, etc.

191. Formerly, the wage earning employment of women was limited to such occupations as dress-making, routine clerical work, nursing, school teaching and telephone operating. The range of employment now open to women includes the Police Force where there is opportunity for an attractive career.

192. Legislation exists to prohibit the employment of women and young persons by night, except in special circumstances.

193. "Woman" is defined as a female person who has attained the age of 18 years, and a "young person" as a person who has ceased to be a child and has not attained the age of 18 years.

194. Legislation also prohibits the employment of children under the age of 14 years, save and except the service rendered by children to their parents, provided that the service is not rendered on a school day during school hours.

195. There were no prosecutions during the period under review for any breach of the provisions of the Employment of Women, Young Persons and Children Ordinance, Chapter 107.

X. LABOUR LEGISLATION

196. Legislation enacted during 1960 include -

- (i) Ordinance No. 8 of 1960, Labour (Amendment) Ordinance 1960. This Ordinance, is to be construed and read with the Labour Ordinance and any Ordinance amending the same.
- (ii) Ordinance No. 11 of 1960, Workmen's Compensation (Amendment) Ordinance 1960. This Ordinance is to be construed and read with the Workmen's Compensation Ordinance and any Ordinance amending the same.
- (iii) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958, (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (African Manganese Company (Mines Management) Limited) Order, No. 19 of 1960, came into operation on the 27th day of February, 1960.
- (iv) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958, (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (Singer Sewing Company) Order, No. 20 of 1960, came into operation on the 27th day of February, 1960.
- (v) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958, (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (A. Choo-Kang and Company, Limited) Order, No. 21 of 1960, came into operation on the 27th day of February, 1960.
- (vi) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958, (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (Cromarty) Order, No. 22 of 1960, came into operation on the 27th day of February, 1960.

/(vii) .....

- (vii) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958 (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (Revocation) Order, No. 23 of 1960, came into operation on the 19th day of January, 1960.
- (viii) Order-in-Council made under the Shops (Consolidation) Ordinance, 1958 (No. 33 of 1958). This Order, the Shops Hours (Special Provision) (Morawhanna) (Amendment) Order, No. 24 of 1960, came into operation on the 27th day of February, 1960.
- (ix) Order-in-Council made under the Wages Council Ordinance, 1956, (No. 51 of 1956). This Order, the Wages Council (Saw Mill Workers) Order, No. 27 of 1960, came into operation on the 12th day of March, 1960.
- (x) Order-in-Council made under the Workmen's Compensation Ordinance (Chapter 111). This Order, the Workmen's Compensation (Compulsory Insurance) Order, No. 36 of 1960, came into operation on the 1st day of June, 1960.
- (xi) Order-in-Council made under the Workmen's Compensation (Amendment) Ordinance, 1960 (No. 11 of 1960). This Order, the Workmen's Compensation (Amendment) Ordinance, 1960, (Commencement) Order, No. 54 of 1960, came into operation on the 1st day of June, 1960.
- (xii) Order-in-Council made under the Labour Ordinance (Chapter 103). This Order, the Minimum Wages (Shirt and Garment Workers) Order, No. 93 of 1960, came into operation on the 3rd day of November, 1960.
- (xiii) Order-in-Council made under the Wages Council Ordinance, No. 51 of 1956. This Order, the Wages Council (Printing Trade Workers) Order, No. 94 of 1960, establishes a Wages Council in respect of workers employed in the printing trades.
- (xiv) Order-in-Council made under the Holidays with Pay Ordinance (Chapter 108). This Order, the Holidays with Pay (Stone Crushing Plant Employees) Order, No. 96 of 1960, came into operation on the 9th day of November, 1960.
- (xv) Order-in-Council made under the Industrial Training Ordinance (Chapter 94). This Order, the Industrial Training (Amendment) Order, No. 100 of 1960, came into operation on the 29th day of December, 1960.

#### Enforcement of Labour Legislation

197. An important phase of the work of the Department is the enforcement of Labour Legislation with particular reference to prescribed wages, hours of work, holidays with pay and safety, health and welfare of workers.

198. Enforcement is effected in two ways:-

- (1) by periodic inspections of places of employment; and
- (2) ad hoc inspections following complaints made by trade unions or individual workers.

199. The policy of the Department is to persuade employers generally, to observe the provisions of the law. Where there is failure or refusal to co-operate, legal proceedings are then instituted. There is still much to be done in the way of bringing home to employers an appreciation of their responsibilities to their employees under the law.

200. Though Appendix I Table VIII reflects the number of prosecutions undertaken during the year, it is in no way a summary of the work done by the Enforcement Section.

#### XI. MISCELLANEOUS

##### Regional Labour Board Meeting

201. During the year the Commissioner of Labour, Mr. J.I. Ramphal, O.B.E. attended as representative of this country, the 16th Meeting of the Regional Labour Board. This Meeting which was held under the Chairmanship of Mr. John Mordecai, C.M.G., Federal Secretary, lasted from the 7th to 16th January.

202. On the 12th March, the Commissioner of Labour left the Colony to join a delegation of the Regional Labour Board on a visit to the United States. The purpose of their visit was to inspect the operation of the Regional Labour Board, hold discussions with American employers on the operation of the Farm Labour Scheme and to investigate the living and working conditions of farm workers recruited for employment in the United States under the Farm Labour Programme. The Commissioner returned to the Colony on the 9th April.

#### XII. CONCLUSION

203. Once again it is my privilege to record a year free from serious industrial disputes. The efforts devoted to adult education and particularly to the training of officers and members of trade unions have already begun to bear fruit. Even where strikes did occur, there was a greater sense of responsibility which facilitated the promotion of a settlement of the matters under dispute. The Trade Union Movement has grown in strength both numerically and financially, and is ready to assume greater responsibilities which may devolve upon it with the political advancement of this country in the ensuing year.

I have the honour to be,  
Sir,  
Your obedient servant,

  
Acting Commissioner of Labour.

TABLE I

APPENDIX I

NUMBERS EMPLOYED IN CERTAIN INDUSTRIES DURING 1960

INDUSTRY	LOWEST NUMBER EMPLOYED		HIGHEST NUMBER EMPLOYED		AVERAGE NUMBER EMPLOYED			TOTAL
	Number	Month	Number	Month	18 years and over		Under 18 years	
					Male	Female	Male and Female	
Sugar: Field Workers <sup>Ø</sup> #	7,108	January	19,150	September	12,295	2,994	712	16,001
Rice Development Scheme*	209	July	525	October	280	-	-	280
Government Agriculture and Marketing#	788	June	1,102	October	845	151	41	1,037
Bauxite Industry*	1,903	January	2,882	December	2,163	123	14	2,300
Sugar Milling <sup>Ø</sup> #	4,131	June	4,881	October	4,254	88	136	4,478
Rice Milling+	447	July	784	November	539	23	53	615
Roads & Public Works* (a)	1,661	March	1,852	January	1,805	25	19	1,849
Railway & Water Transport# (b)	980	September	1,054	December	951	6	35	992
Port Labour (c)	n.a.	n.a.	n.a.	n.a.	835	-	-	835

N.B.: <sup>Ø</sup> "Workers" for the purpose of this table do not include Senior or Junior Staff or the employees of Contractors proper.

# Weekly Average  
\* Fortnightly Average  
+ Monthly Average

n.a. not available.

(a) Public Works Department.

(b) Transport and Harbours Department.

(c) Registered workers under the Georgetown Port Labour Scheme.

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T A B L E II

EMPLOYMENT EXCHANGE SERVICE

Numbers on Live Register during 1960

DATE	Adults		Juveniles		TOTAL
	Males	Females	Boys	Girls	
31. 1. 60	3206	1486	504	199	5395
29. 2. 60	2819	1540	493	212	5064
31. 3. 60	2491	1528	475	218	4712
30. 4. 60	2247	1349	451	177	4224
31. 5. 60	2369	1367	460	179	4375
30. 6. 60	2292	1399	452	165	4308
31. 7. 60	2409	1299	417	173	4298
31. 8. 60	2248	1382	426	195	4251
30. 9. 60	2072	1319	460	208	4059
31. 10. 60	1860	1262	421	148	3691
30. 11. 60	1703	1010	478	177	3368
31. 12. 60	1628	934	393	127	3082

T A B L E III(a)

EMPLOYMENT EXCHANGE SERVICE

NOTIFICATIONS AND FILLING OF VACANCIES FOR THE YEAR 1960.

	VACANCIES OUTSTANDING AT 1ST JANUARY			VACANCIES NOTIFIED DURING YEAR			VACANCIES CANCELLED DURING YEAR			VACANCIES FILLED DURING YEAR			VACANCIES OUTSTANDING AT 31ST DECEMBER		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<u>Georgetown</u>															
Adult Section	-	-	-	2453	1386	3839	460	357	817	1993	1029	3022	-	-	-
Juvenile Section	-	-	-	588	269	857	26	25	51	562	244	806	-	-	-
<u>New Amsterdam</u>															
Adult Section	-	-	-	265	106	371	56	28	84	209	78	287	-	-	-
Juvenile Section	-	-	-	21	-	21	4	-	4	17	-	17	-	-	-
Colony Total, 1960	-	-	-	3327	1761	5088	546	410	956	2781	1351	4132	-	-	-
Colony Total, 1959	-	-	-	3109	1194	4303	419	401	820	2690	793	3483	-	-	-
Georgetown, 1959	-	-	-	2774	1096	3870	400	374	774	2374	722	3096	-	-	-
New Amsterdam, 1959	-	-	-	335	98	433	19	27	46	316	71	387	-	-	-



TABLE III(b)

EMPLOYMENT EXCHANGE SERVICE

COMPARISON OF NEW REGISTRATIONS WITH PLACINGS DURING 1960.

	GEORGETOWN AND ENVIRONS		EAST DEMERARA		WEST DEMERARA		ESSEQUIBO		BERBICE (NEW AMSTERDAM)		COLONY TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<u>Adult Section</u>												
New Registrations	824	968	943	234	329	56	391	36	246	254	2733	1548
Number of Persons Placed	1220	929	569	85	161	12	43	3	209	78	2202	1107
<u>Juvenile Section</u>												
New Registrations	355	223	286	63	91	20	36	5	159	50	927	361
Number of Persons Placed	432	226	112	17	15	-	3	1	17	-	579	244
Total New Registrations	1179	1191	1229	297	420	76	427	41	405	304	3660	1909
Total Number of Persons Placed	1652	1155	681	102	176	12	46	4	226	78	2781	1351

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TABLE IV  
VOCATIONAL TRAINING BY GOVERNMENT

Category of Trainee	Completed Training				In Training at 31st December			
	1959		1960		1959		1960	
	Male	Female	Male	Female	Male	Female	Male	Female
Mechanical Engineer	3	-	6	-	17	-	15	-
Land Surveyor	2	-	4	-	16	-	38	-
Teacher (Public School)	29	29	75	75	75	75	75	75
Nurse	18	75	9	89	54	199	66	238
Midwife	-	33	12	-	-	56	15	-
Chemist and Druggist	5	1	-	-	7	-	10	-
Sicknurse and Dispenser	9	-	7	-	10	-	9	-
Laboratory Technician	-	-	3	1	1	1	1	-
Arable Farmer	7	-	6	-	37	-	38	-
Livestock Farmer	1	-	3	-	12	-	12	-
Metal Worker	7	-	9	-	41	-	12	-
Carpenter, Cabinet Maker	5	-	10	-	29	-	2	-
Cook, Baker	3	12	4	-	8	12	4	-
Shoemaker	5	-	8	-	8	-	7	-
Tailor	12	-	8	-	18	-	16	-
Plumber	-	-	1	-	4	-	3	-
Electrical Trades	39	-	20	-	219	-	119	-
Welder	-	-	5	-	12	-	7	-
Motor Mechanic	20	-	8	-	111	-	99	-
Preliminary Technical	81	-	147	-	386	-	310	-
Navigation	-	-	9	-	9	-	3	-
Building	9	-	3	-	49	-	15	-
Machine Shop	-	-	32	-	78	-	44	-
Telecommunications	-	-	26	-	38	-	12	-
Railway Operators	-	-	7	-	11	-	10	-
Domestic Science	-	294	-	328	-	623	-	979
Lady Tracers	-	-	-	26	-	26	-	-
Boiler Operators	-	-	33	-	33	-	-	-
Teacher (Technical Science)	-	-	19	-	19	-	-	-
Total	255	444	474	519	1,302	992	942	1,292

T A B L E V

Rates of Wages and Normal Hours of Work  
at 31st December, 1960

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS	
<u>I. Sugar Industry</u>				
<u>"Able-bodied" Field Time Workers</u>				
<u>Males</u>				
<u>Per day</u>				
Adults	\$2.49			
Young Persons (16-18)	1.74			
Young Persons (Under 16)	1.49			
<u>Females</u>				
8 hrs. per day				
Adults	1.74		These are minimum daily rates fixed by Agreement.	
Young Persons (16-18)	1.22			
Young Persons (Under 16)	1.04			
<u>Factory Workers</u>				
<u>Per Hour</u>				
Male Unskilled	31.1¢	8 hrs. per day		These are minimum hourly rates fixed by Agreement. Rates for overtime are paid in accordance with the Factories Ordinance.
Male (16-18)	21.8¢			
Male (Under 16)	18.7¢			
<u>Field Foremen</u>				
<u>Per Month</u>				
Grade 'A'	\$150 - \$220			
" 'B'	\$105 - \$165		These rates are fixed by Agreement between the B.G. Headmen's Union and the B.G.S.P.A.	
<u>Probationer (1 year)</u>				
<u>Per Week</u>				
	\$20.00	8 hrs. per day		
<u>Woman</u>				
<u>Per Month</u>				
	\$75 - \$140			
<u>Probationer (1 year)</u>				
<u>Per Week</u>				
	\$15.00			
<u>II. Waterfront Workers</u>				
<u>Per Day</u>				
Women	\$2.90		These are basic daily rates for an 8-hour day fixed by Agreement. Special rates are paid for overtime work.	
Truckers	3.82			
Ordinary Packers	3.96	8 hrs. per day.		
Sugar Packers	4.46			
Stevedores	5.14			
Winchmen and Leading Hands	5.40			

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS	
III. <u>Mining</u>				
(i) <u>Bauxite Industry</u>				
<u>Demerara Bauxite Co. Ltd.</u>				
	Per Hour			
Unskilled Labourer	82¢ - 90¢			
Carpenter Class I	\$1.21 - \$1.27			
Carpenter Class II	1.03 - 1.09			
Mason Class I	1.16 - 1.25	8 hrs. per day.	These hourly rates are fixed by Agreement. Special rates are paid for overtime work.	
Mason Class II	1.02 - 1.03	40 hrs. per week.		
Electrician Class I	1.27 - 1.34			
Electrician Class II	1.10 - 1.11	Shift work is carried on.		
Welder Class I	1.21 - 1.27			
Welder Class II	1.03 - 1.09			
<u>Reynolds Metals Co.</u>				
Unskilled Labourer	82¢ - 90¢			
Carpenter Class I	\$1.19 - 1.27	8 hrs. per day.	These hourly rates are fixed by Agreement. Special rates are paid for overtime work.	
Carpenter Class II	1.00 - 1.05	40 hrs. per week.		
Mason Class I	1.10 - 1.18			
Mason Class II	1.00 - 1.05	Shift work is carried on.		
Electrician Class I	1.23 - 1.32			
Electrician Class II	1.02 - 1.10			
Welder Class I	1.19 - 1.27			
Welder Class II	1.00 - 1.05			
(ii) <u>Manganese Industry</u>				
General Labourer	60¢			
Electrician Class I	82¢	8 hrs. per day.	These rates are fixed by Agreement.	
Electrician Class II	70¢			
Fitter Class I	82¢	48 hrs. per week.		
Fitter Class II	70¢			
Welder Class I	79¢			
Welder Class II	68¢			
Blacksmith Class I	79¢			
Blacksmith Class II	68¢			

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INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS	
	<u>Per Hour</u>			
Carpenter Class I	79¢			
Carpenter Class II	68¢			
Plumber Class I	79¢			
Plumber Class II	68¢			
Mason Class I	75¢			
Mason Class II	68¢			
IV. <u>Match Manufacturing</u>	<u>Per Day</u>			
Porter	\$2.90			
Splint Chopper	2.90			
Heater	2.61			
Assistant Chopper (Adult)	2.29	8 hrs. per day.		
Machine Operator (Adult)	2.29		These rates are fixed by Agreement.	
Machinist	2.00	48 hrs. per week.		
Main Saw Operator	3.63			
Small Saw Operator	3.02			
Chief Case Maker	2.90			
Carriage Boy	2.42			
Frame Builder (Adult)	2.29			
Charwoman	1.94			
V. <u>Building Trade</u>	<u>Per Hour</u>			
Unskilled Labourer	32¢	8 hrs. per day.		These rates are the minimum hourly rates of wages prescribed by law.
Carpenters	40¢ - 49¢			
Masons	46¢ - 49¢	45 hrs. per week.		
Painters	40¢ - 45¢			
VI. <u>Commercial Undertakings</u>				
(a) Urban Areas				
(b) Rural Areas	<u>Weekly Rate</u>			
<u>Cash Boy</u>	(a) (b)			
	\$ \$			
Under 16 years	8.40 6.00			
16 years and under 18 years	10.80 8.40			
18 years and over	15.60 13.20			

INDUSTRY	Wages or Rates of Pay		Normal Hours of Work	REMARKS
VI. <u>Commercial Undertakings (Contd.)</u>	<u>Weekly Rate</u>			
<u>Messengers</u>	(a) \$	(b) \$		
Under 16 years	7.20	6.00		
16 years and under 18 years	9.60	8.40		
18 years and over	15.60	13.20		
<u>Clerks</u>			7 $\frac{1}{4}$ hrs. per day.	These rates are the minimum
Under 16 years	8.40	6.00		rates of wages
16 years and under 18 years	10.80	8.40	40 $\frac{3}{4}$ hrs. per week.	prescribed by law. They
18 years and over	15.60	13.20		apply to employ-
<u>Porters</u>				ees in drug
Under 16 years	7.20	6.00		stores, dry
16 years and under 18 years	9.60	8.40		groceries and
18 years and over	15.60	13.20		hardware stores.
				The hours of
				work are also
				prescribed by
				law.

INDUSTRY	Wages or Rates of Pay		Normal Hours of Work	REMARKS
VIII. <u>Cinemas</u> (Cont'd)	<u>Weekly Rates</u>			
<u>General Staff</u>	(a)	(b)		
Under 18 years	\$9.33	\$9.33	48 hrs. per week.	
18 years and over	15.17	15.17		
<u>Cashiers</u>				These rates are the minimum weekly rates of wages prescribed by law. The hours of work are also prescribed by law.
Under 18 years	10.50	7.00(a)	45 hrs. per week	
18 years and over	15.17	15.17(b)	20 hrs. per week	
<u>Clerical Assistants</u>				
Under 18 years	10.50	10.50	45 hrs. per week.	
18 years and over	15.17	15.17		
<u>Guard</u>	15.17	15.17	60 hrs. per week.	
<u>Rural Areas</u>				
<u>Operators</u>	<u>Per Hour</u>			
First	40¢		These vary from cinema to cinema but do not usually exceed 48 hrs per week.	These rates are the minimum hourly rates of wages prescribed by law.
Trainee	36¢			
<u>General Staff</u>				
Under 18 years	21¢			
18 years and over	34¢			
Cashier	38¢			
<u>Clerical Assistants</u>				
Under 18 years	25¢			
18 years and over	36¢			
<u>Guard</u>	27¢			

Note:

"First Run Cinema" means any cinema in Georgetown or New Amsterdam which usually exhibits motion pictures not including Indian, Chinese or advertising films for the first time.

"Second Run Cinema" means any cinema which is not a "First Run Cinema".

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INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS		
<u>IX. Rice Industry</u>					
<u>Rice Development Co.</u>					
<u>Mill Employees</u>					
Unskilled Labourers	Per Hour 34 3/8¢	8 hrs. per day.	These rates are the minimum hourly rates of wages awarded by Arbitration (Voluntary).		
Semi-skilled	38 1/5¢				
Tradesmen Skilled Class II	51 1/5¢	48 hrs. per week.			
Tradesmen Skilled Class I	53 1/2¢				
<u>Machine Shop Employees</u>					
Unskilled Labourer	35¢				
Tradesmen Skilled Class II	53 1/2¢				
Tradesmen Skilled Class I	59¢				
<u>X. Motor Transport</u>					
<u>Bus Drivers</u>					
Grade A I	47¢				
Grade A	44¢				
Grade B	41¢				
Grade C	37¢				
<u>Mechanics</u>					
Grade I	43¢	56 hours per week.	These are hourly rates paid by Agreement to the employees of one large Motor Transport Company.		
Grade II	39¢				
Grade III	37¢				
Grade IV	33¢				
Grade V	31¢				
<u>Servicemen</u>					
Grade I	49¢				
Grade II	42¢				
Grade III	39¢				
Grade IV	37¢				
Grade V	35¢				
Grade VI	33¢				
<u>XI. Metal Workshops in Foundries</u>					
Special Grades	69¢ - 73¢		/.....		



INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS	
<u>Skilled Workers</u>				
	<u>Per Hour</u>			
Grade A	63¢	8 hrs. per day.	These rates are hourly rates paid by Agreement to the employees of one of the largest establishments of this type.	
Grade B	59¢			
Grade C	53¢			
<u>Semi-skilled Workers</u>				
Grade A	48¢	45 hrs. per week.		
Grade B	46¢			
Grade C	44¢			
<u>Unskilled Labourer</u>				
	40¢			
<u>Apprentices</u>				
First Year	13¢			
Second Year	17¢			
Third Year	22¢			
Fourth Year	30¢			
Fifth Year	40¢			
<u>XII. Printing</u>				
<u>Linotype and Monotype Operators</u>				
	<u>Weekly Rates</u>			
Class A	\$27.30 - \$37.92		These are the weekly rates paid by Agreement to the employees of the three largest printing establishments.	
Class B	15.12 - 29.00			
Class C	8.64 - 13.44			
<u>Compositors</u>				
Class A	20.70 - 28.00	42 hrs. per week.		
Class B	13.50 - 23.00			
Class C	11.25 - 13.05			
<u>Pressmen</u>				
Class A	21.15 - 32.00			
Class B	15.75 - 27.00			
Class C	11.25 - 12.60			

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INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
<u>XIII. Public Works</u>			
<u>Government</u>	<u>Daily Rates</u>		
<u>Unskilled Labourer</u>	\$3.04		
<u>Semi-skilled and Heavy Duty</u>			
Class I	3.69		
Class II	3.55	8 hrs. per day.	
<u>Tradesmen - Skilled</u>			
Class I	4.41	48 hrs. per week.	
Class II	4.08		
<u>Special Grade</u>			
Class I	5.16		
Class II	4.80		

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TABLE VI(a)

AVERAGE EARNINGS AND AVERAGE WORKING TIME PER WEEK IN  
CERTAIN OCCUPATIONS DURING 1959 AND 1960.

INDUSTRY AND OCCUPATION	MALES				FEMALES						
	Earnings		Working Time		Earnings		Working Time				
	1959	1960	1959	1960	1959	1960	1959	1960			
	\$	¢	\$	¢	Days	Days	\$	¢	Days	Days	
<u>Sugar Field Workers</u>											
Resident and Non-Resident Piece Workers	16.56		18.78		4.35	4.53	6.59		7.82	3.46	3.65
Resident and Non-Resident Time Workers	12.30		13.54		4.93	4.90	5.21		6.09	4.50	4.63
Young Persons	7.15		8.89		4.64	4.72	6.18		7.39	3.90	3.96
<u>Sugar Factory</u>											
Charge Hands	26.81		28.43		-	-	-		-	-	-
Skilled Workers	22.65		24.28		-	-	-		-	-	-
Semi-skilled Workers	19.79		20.81		-	-	-		-	-	-
Unskilled Adults	17.55		18.89		-	-	8.44		9.05	-	-
Apprentices	7.82		9.63		-	-	-		-	-	-
Boys	10.78		11.53		-	-	-		-	-	-
					<u>Man-Hours</u>				<u>Man-Hours</u>		
<u>Mahaicony/Abary Rice Development Scheme</u>	17.81		20.31		38.2	42.6	10.27		8.40	37.1	30.0

N.B.:

Figures of earnings of workers in the Sugar Industry do not include variable incentive payments, which normally add from 10% to 15 % to the workers' annual earnings.

For the purposes of this Table Resident and Non-resident piece workers include:-

Resident and non-resident workers (piece).  
Cutting and loading workers.  
Field mechanical equipment operators (piece).

Resident and Non-resident time workers include:-

Resident and non-resident workers (time).  
Non-able-bodied workers.  
Field mechanical equipment operators (time).

T A B L E VI(b)

AVERAGE WEEKLY EARNINGS OF FIELD WORKERS ON SUGAR ESTATES  
CLASSIFIED ACCORDING TO DISTRICTS, 1959 AND 1960

CATEGORY OF WORKERS	Berbice		East Coast Demerara		East Bank Demerara		West Coast and West Bank Demerara	
	1959	1960	1959	1960	1959	1960	1959	1960
	\$ ¢	\$ ¢	\$ ¢	\$ ¢	\$ ¢	\$ ¢	\$ ¢	\$ ¢
<u>Piece Workers</u>								
Men -								
Resident and Non-Resident	17.36	19.01	15.88	18.99	18.54	20.19	15.30	17.67
Women -								
Resident and Non-Resident	6.63	7.95	7.10	8.71	6.31	7.34	6.36	7.30
<u>Time Workers</u>								
Men -								
Resident and Non-Resident	12.29	13.55	12.52	14.58	13.51	13.70	11.05	12.60
Women -								
Resident and Non-Resident	5.33	6.70	5.16	6.51	4.43	5.47	5.01	5.55
<u>Young Persons</u>								
Boys	7.49	9.10	9.09	10.57	7.01	8.23	7.12	7.99
Girls	7.15	8.20	5.69	7.72	4.54	7.18	5.88	6.12

N.B.

These figures do not include variable incentive payments, which normally add from 10% to 15% to the worker's annual earnings.

For the purposes of this Table Resident and Non-resident piece workers include:-

- Resident and non-resident workers (piece).
- Cutting and loading workers.
- Field mechanical equipment operators (piece).

Resident and Non-resident time workers include:-

- Resident and non-resident workers (time).
- Non-able-bodied workers.
- Field mechanical equipment operators (time).

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T A B L E VI(c)

AVERAGE NUMBER OF DAYS WORKED PER WEEK BY FIELD  
WORKERS ON SUGAR ESTATES CLASSIFIED ACCORDING  
TO DISTRICTS 1959 AND 1960.

CATEGORY OF WORKERS	Berbice		East Coast Demerara		East Bank Demerara		West Coast and West Bank Demerara	
	1959	1960	1959	1960	1959	1960	1959	1960
<u>Piece Workers</u>								
Men -								
Resident and Non- Resident	4.44	4.58	4.18	4.52	4.47	4.51	4.31	4.50
Women -								
Resident and Non- Resident	3.42	3.88	3.36	3.70	3.36	3.59	3.61	3.67
<u>Time Workers</u>								
Men -								
Resident and Non- Resident	4.96	4.87	4.87	5.04	4.07	4.54	5.10	5.04
Women -								
Resident and Non- Resident	4.84	4.77	4.50	4.83	4.00	4.17	4.66	4.66
<u>Young Persons</u>								
Boys	4.63	4.74	4.53	4.84	4.82	4.64	4.64	4.65
Girls	4.00	3.87	3.92	4.22	3.33	3.51	4.01	4.13

N.B.

For the purposes of this Table Resident and Non-Resident piece workers include:-

Resident and non-resident workers (piece).  
Cutting and loading workers.  
Field mechanical equipment operators (piece).

Resident and Non-resident time workers include:-

Resident and non-resident workers (time).  
Non-able-bodied workers.  
Field mechanical equipment operators (time).

T A B L E VII(a)

URBAN CONSUMER PRICE INDICES FOR 1959 AND 1960.

(1956 = 100)

YEAR	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	D
1959	104.5	104.3	104.1	105.3	104.5	104.2	104.8	104.8	105.1	105.3	106.6	10
1960	105.6	105.2	105.7	106.1	106.2	105.4	106.0	105.1	105.2	105.5	106.0	10

RURAL CONSUMER PRICE INDICES FOR 1959 AND 1960.

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1959	102.1	102.1	102.0	103.2
1960	102.6	102.5	102.4	102.5

CONSUMER PRICE INDICES FOR BRITISH GUIANA FOR 1959 AND 1960.

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1959	102.7	102.7	102.9	104.0
1960	103.5	103.4	103.2	103.5

N.B.: Prepared by the Statistical Bureau.

TABLE VII (b)

URBAN RETAIL PRICES OF SELECTED ITEMS

1956, 1958 - 1960

ITEMS	Unit	1956	1958	1959	1960
<u>MEAT AND FISH</u>					
Steak (Ribs)	Per lb.	41.0	48.0	45.6	45.1
Beef (Pickled)	"	55.2	76.2	74.6	70.7
Fish (Salt) (Pollock)	"	37.6	40.6	40.1	43.2
Pigtails	"	62.1	73.8	49.9	67.0
Pork (Fresh)	"	64.0	67.2	76.0	82.6
Sardines	Per tin	16.6	17.3	17.2	17.3
<u>VEGETABLES</u>					
Cassava	Per lb.	7.4	4.8	4.3	5.3
Eddoes	"	7.1	6.2	8.6	7.0
Onions	"	18.2	14.9	15.6	15.5
Peas (Black Eye)	"	25.6	24.6	24.4	24.8
Peas (Split)	"	19.7	17.7	17.9	19.5
Plantains	"	8.5	5.6	6.7	6.2
Potatoes (English)	"	8.2	10.3	13.6	14.7
Potatoes (Sweet)	"	12.2	12.2	12.6	13.3
Tannias	"	14.4	11.8	13.8	14.0
Yam	"	13.9	15.3	18.0	20.3
<u>OTHER ITEMS</u>					
Barley	Per lb.	19.0	19.0	18.6	18.6
Bread	"	17.5	17.5	18.7	19.6
Butter (Cooking)	"	105.3	103.2	102.7	105.3
Butter (Fresh)	"	118.1	109.8	112.2	118.1
Cheese	"	77.2	80.3	83.1	88.0
Coconut Oil (Deodorised)	Per Pt.	32.0	33.3	33.1	33.0
Coffee (Ground)	Per lb.	126.2	112.3	113.5	113.6
Eggs	Each	10.2	9.7	9.1	8.9
Flour (Extra)	Per lb.	10.2	10.2	10.3	10.2
Flour (Super)	"	9.9	9.9	9.9	10.0
Milk (Condensed)	Per tin	28.2	29.9	29.1	30.5
Oatflakes (Loose)	Per lb.	19.6	19.6	19.3	19.2
Rice Brown A	Per gal	80.0	84.8	88.0	88.0
Sugar (D.C.)	Per lb.	6.5	6.5	6.5	6.5
Tea	Per Oz. Packet	18.7	17.8	17.6	17.6

N.B. ---

1956 prices collected by the Department of Labour have been adjusted by item indices used in the compilation of the Urban Consumer Price Index.

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T A B L E VIII

PARTICULARS OF PROSECUTIONS AND COURT CASES

RELATING TO LABOUR - 1960

Ordinance under which prosecution was instituted	Number of Cases	Results		Amount of fines imposed
		Convictions	Dismissed or Withdrawn	
Labour	10	9	1	\$ 60.00
Shops	5	4	1	20.00
Factories	3	3	-	145.00
Holidays with Pay	3	2	1	25.00
Accidents and Occupational Diseases Notification Ordinance	1	1	-	7.50
TOTAL	22	19	3	\$257.50



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INDUSTRY (1)	Fatal			Permanent									Temporary Disability			Total (All Accidents)					Percentage (21)
				Total Disability			Partial Disability			Total											
	M. (2)	F. (3)	J. (4)	M. (5)	F. (6)	J. (7)	M. (8)	F. (9)	J. (10)	M. (11)	F. (12)	J. (13)	M. (14)	F. (15)	J. (16)	M. (17)	F. (18)	J. (19)	Number (20)		
I. Agriculture																					
(a) Sugar Cane Planting	6	-	1	-	-	-	-	2	1	6	2	2	6246	854	266	6252	856	268	7376	72.4	
(b) Rice Planting	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	10	-	-	10	0.1	
(c) Forestry & Logging	3	-	1	-	-	-	1	-	4	-	1	59	-	1	63	-	2	65	0.6		
(d) Other	1	-	-	-	-	-	-	-	1	-	-	130	15	5	131	15	5	151	1.5		
TOTAL I	10	-	2	-	-	-	1	2	1	11	2	3	6445	869	272	6456	871	275	7602	74.6	
II. Mining and Quarrying	5	-	-	-	-	-	1	-	-	6	-	-	133	-	1	139	-	1	140	1.4	
III. Manufacturing																					
1. Food, Beverage and Tobacco																					
(a) Sugar milling	1	-	-	-	-	-	1	-	-	2	-	-	701	5	40	703	5	40	748	7.3	
(b) Rice milling	-	-	-	-	-	-	-	-	-	-	-	-	47	-	6	47	-	6	53	0.5	
(c) Tobacco	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	-	-	3	-	
(d) Other	-	-	-	-	-	-	-	-	-	-	-	-	38	2	3	38	2	3	43	0.4	
2. Wood and Furniture (including sawmilling)	3	-	-	-	-	-	3	-	-	6	-	-	314	-	28	320	-	28	348	3.4	
3. Printing	-	-	-	-	-	-	-	-	-	-	-	-	15	3	8	15	3	8	26	0.3	
4. Metal Industries	-	-	-	-	-	-	1	-	-	1	-	-	110	-	6	111	-	6	117	1.2	
5. Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	13	25	11	13	25	11	49	0.5	
TOTAL III	4	-	-	-	-	-	5	-	-	9	-	-	1241	35	102	1250	35	102	1387	13.6	
IV. Construction	3	-	-	-	-	-	-	-	-	3	-	-	305	-	7	308	-	7	315	3.1	
V. Electricity, Water & Sanitary Services	-	-	-	-	-	-	3	-	-	3	-	-	175	2	2	178	2	2	182	1.8	
VI. Commerce	-	-	-	-	-	-	-	-	-	-	-	-	43	1	3	43	1	3	47	0.5	
VII. Transport, Storage & Communication	2	1	-	-	-	-	-	-	-	2	1	-	304	6	9	306	7	9	322	3.2	
VIII. Service -																					
(1) Government and business	2	-	-	-	-	-	-	-	-	2	-	-	182	3	1	184	3	1	188	1.8	
(2) Recreation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL VIII	2	-	-	-	-	-	-	-	-	2	-	-	182	3	1	184	3	1	186	1.8	
TOTAL I - VIII	26	1	2	-	-	-	10	2	1	36	3	3	8828	916	397	8864	919	400	10183	100.0	

NOTE:

M. = Males 18 years & over  
 F. = Females 18 years and over.  
 J. = All persons under 18 years.  
 - = Nil or negligible.

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TABLE D

ANALYSIS OF ACCIDENTS ACCORDING TO INDUSTRY

INDUSTRY (1)	Machinery						Handling without Machinery (8)	Means of transport		Fire or Explosion (11)
	Power Driven				Other			Power Driven (9)	Other (10)	
	Prime Movers (2)	Transmission (3)	Lifting (4)	Other (5)	Lifting (6)	Other (7)				
I. Agriculture										
(a) Sugar cane planting	-	2	1	-	-	-	314	8+3	1	6
(b) Rice planting	1	-	-	-	-	-	-	-	-	-
(c) Forestry and logging	-	-	-	-	-	-	3	2+1	-	-
(d) Other	2	1	-	-	-	-	1	-	-	1
TOTAL I	3	3	1	-	-	-	318	10+4	1	7
II. Mining and Quarrying	4	11+1	1	-	-	-	6	2+1	-	2
III. Manufacturing										
1. Food, beverage & tobacco										
(a) Sugar milling	-	7	-	1	-	-	41	-	1	13
(b) Rice milling	-	3	-	-	-	-	7	2	1	-
(c) Tobacco	-	1	-	-	-	-	1	-	-	-
(d) Other	-	-	-	-	-	-	6	-	-	-
2. Wood and furniture (Including Sawmilling)	3	26	-	-	-	-	23	2	-	3+
3. Printing	-	5	2	1	-	-	2	-	-	-
4. Metal Industries	2	5	1	-	-	-	6	1	-	4
5. Miscellaneous Manufacturing Industries	-	2	-	-	-	-	-	-	-	30
TOTAL III	5	49	3	2	-	-	86	5	2	50+
IV. Construction	1	5	1	-	-	1	17	1	-	2
V. Electricity, Water and Sanitary Services	2	-	-	-	-	-	9	2	-	3
VI. Commerce	-	-	-	-	-	-	10	-	-	-
VII. Transport, Storage and Communications	1	5	-	-	-	-	35	3	-	-
VIII. Service -										
1. Government & Business	2	-	-	2	-	-	13	5+1	1	5
2. Recreation	-	-	-	-	-	-	-	-	-	-
TOTAL VIII	2	-	-	2	-	-	13	5+1	1	5
TOTAL I - VIII	18	73+1	6	4	-	1	494	28+6	4	69+

791B

b)

TO INDUSTRY AND CAUSATION - 1960.

Other, hot or corrosive substances	Electric Shock	Persons Falling	Falling Objects	Flying Objects	Stepping on sharp or pointed objects	Striking against or coming in contact with objects	Use of cutlasses	Use of hand tools (excluding cutlasses)	Animals	Other causes	Not stated	TOTAL
(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
21	3	1961+1	315+1	355	904	812	2384	108	156	17+1	1+1	7369+7
-	-	2	1	-	2	-	3	-	1	-	-	10
-	-	3	19+3	4	3	5	13	8	-	-	1	61+4
2	-	12	15	10	12	22	56	11	3+1	-	2	150+1
23	3	1978+1	350+4	369	921	839	2456	127	160+1	17+1	4+1	7590+12
1	-	29	48	12	1	12	1	5	-	+3	-	135+ 5
45	3	138+1	184	69	60	133	1	48	1	2	-	747+ 1
2	-	9	14	4	1	7	-	2	-	1	-	53
-	-	1	-	-	-	-	-	-	-	-	-	3
2	-	4	11	6	1	10	-	2	-	1	-	45
2	-	42+2	106	46	10	59	9	14	-	-	-	345+ 3
3	-	3	2	1	-	6	-	1	-	-	-	26
2	1	6	24	32	2	22	-	8	-	1	-	117
1	-	1	4	1	-	6	-	3	1	-	-	49
57	4	204+3	345	159	74	243	10	78	2	5	-	1383+ 4
4	-	78+2	82+1	32	27	40	-	17	1	2	3	312+ 3
1	2	42	25	15	12	32	19	14	2	-	2	182
-	-	8	12	3	-	12	-	1	-	-	1	47
3	-	47+1	107	19	12	76	-	5	1	1+1	2	319+ 5
4	-	30+1	37	24	8	26	10	16	3	-	-	186+ 2
-	-	-	-	-	-	-	-	-	-	-	-	-
4	-	30+1	37	24	8	26	10	16	3	-	-	186+ 2
93	9	2414+8	1006+5	633	1055	1282+1	2496	263	169+1	25+5	12+1	10154+29

NOTE:  
Plus sign (+) denotes Fata Accidents.

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TO INDUSTRY AND CAUSATION - 1960.

substances	Electric Shock	Persons Falling	Falling Objects	Flying Objects	Stepping on sharp or pointed objects	Striking against or coming in contact with objects	Use of cutlasses	Use of hand tools (excluding cutlasses)	Animals	Other causes	Not stated	TOTAL
(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
21	3	1961+1	315+1	355	904	812	2384	108	156	17+1	1+1	7369+7
-	-	2	1	-	2	-	3	-	1	-	-	10
-	-	3	19+3	4	3	5	13	8	-	-	1	61+4
2	-	12	15	10	12	22	56	11	3+1	-	2	150+1
23	3	1978+1	350+4	369	921	839	2456	127	160+1	17+1	4+1	7590+12
1	-	29	48	12	1	12	1	5	-	+3	-	135+ 5
45	3	138+1	184	69	60	133	1	48	1	2	-	747+ 1
2	-	9	14	4	1	7	-	2	-	1	-	53
-	-	1	-	-	-	-	-	-	-	-	-	3
2	-	4	11	6	1	10	-	2	-	1	-	43
2	-	42+2	106	46	10	59	9	14	-	-	-	345+ 3
3	-	3	2	1	-	6	-	1	-	-	-	26
2	1	6	24	32	2	22	-	8	-	1	-	117
1	-	1	4	1	-	6	-	3	1	-	-	49
57	4	204+3	345	159	74	243	10	78	2	5	-	1383+ 4
4	-	76+2	82+1	32	27	40	-	17	1	2	3	312+ 3
1	2	42	25	15	12	32	19	14	2	-	2	182
-	-	8	12	3	-	12	-	1	-	-	1	47
3	-	47+1	107	19	12	78	-	5	1	1+1	2	319+ 3
4	-	30+1	37	24	8	26	10	16	3	-	-	186+ 2
-	-	-	-	-	-	-	-	-	-	-	-	-
4	-	30+1	37	24	8	26	10	16	3	-	-	186+ 2
93	9	2414+8	1006+5	633	1055	1282+1	2496	263	169+1	25+5	12+1	10154+29

NOTE:  
Plus sign (+) denotes Fatal Accidents.

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ANALYSIS OF ACCIDENTS ACCORDING TO

INDUSTRY  (1)	Machinery						Handling without Machinery (8)	Means of transport		Fire or Explosion (11)
	Power Driven				Other			Power Driven (9)	Other (10)	
	Prime Movers (2)	Transmission (3)	Lifting (4)	Other (5)	Lifting (6)	Other (7)				
I. Agriculture										
(a) Sugar cane planting	-	2	1	-	-	-	314	8+3	1	6
(b) Rice planting	1	-	-	-	-	-	-	-	-	-
(c) Forestry and logging	-	-	-	-	-	-	3	2+1	-	-
(d) Other	2	1	-	-	-	-	1	-	-	1
TOTAL I	3	3	1	-	-	-	318	10+4	1	7
II. Mining and Quarrying	4	11+1	1	-	-	-	6	2+1	-	2
III. Manufacturing										
1. Food, beverage & tobacco										
(a) Sugar milling	-	7	-	1	-	-	41	-	1	13
(b) Rice milling	-	3	-	-	-	-	7	2	1	-
(c) Tobacco	-	1	-	-	-	-	1	-	-	-
(d) Other	-	-	-	-	-	-	6	-	-	-
2. Wood and furniture (Including Sawmilling)	3	26	-	-	-	-	23	2	-	3+1
3. Printing	-	5	2	1	-	-	2	-	-	-
4. Metal Industries	2	5	1	-	-	-	6	1	-	4
5. Miscellaneous Manufacturing Industries	-	2	-	-	-	-	-	-	-	30
TOTAL III	5	49	3	2	-	-	86	5	2	50+1
IV. Construction	1	5	1	-	-	1	17	1	-	2
V. Electricity, Water and Sanitary Services	2	-	-	-	-	-	9	2	-	3
VI. Commerce	-	-	-	-	-	-	10	-	-	-
VII. Transport, Storage and Communications	1	5	-	-	-	-	35	3	-	-
VIII. Service -										
1. Government & Business	2	-	-	2	-	-	13	5+1	1	5
2. Recreation	-	-	-	-	-	-	-	-	-	-
TOTAL VIII	2	-	-	2	-	-	13	5+1	1	5
TOTAL I - VIII	18	73+1	6	4	-	1	494	28+6	4	69+1

TABLE IX(c)

## DISTRIBUTION OF ACCIDENTS ACCORDING TO NATURE AND LOCATION

1960

NATURE (1)	LOCATION (where Known or applicable)								TOTAL (10)
	Head		Upper Extremities		Trunk (6)	Lower Extremi- ties (7)	Multiple (8)	Unspecified (9)	
	Eyes (2)	Other (3)	Fingers (4)	Other (5)					
1. Contusion, abrasion, cuts.	796	207	1,529	614	513	3,882	255	25	7,821
2. Amputation.	-	-	18	-	-	6	-	-	24
3. Dislocation.	-	-	3	-	6	5	-	-	14
4. Fracture.	-	5	40	31	19	55	2	1	153
5. Sprain, strain.	-	104	34	121	1,246	341	52	11	1,909
6. Concussion	-	14	-	-	1	-	14	-	29
7. Burns.	48	11	21	42	7	26	18	-	173
8. Asphyxiation.	-	-	-	-	9	-	-	-	9
9. Hernia.	-	-	-	-	24	-	-	-	24
10. Other tearing of internal organs.	-	-	-	-	1	2	-	-	3
11. Electric Shock.	-	-	1	-	-	-	2	1	5
12. Other and unspecified.	3	-	-	-	2	3	1	9	19
TOTAL	847	341	1,646	-	1,829	4,320	344	47	10,183

TABLE IX(d)

Distribution of Workmen's Compensation Cases before the Courts 1960

According to Result and Amount of Compensation Awarded.

Pending	Withdrawn	Struck Out	Compensation Paid	
			Settled out of Court	By Order of Court
64	3	7	97	17

Nature of Permanent Injury	Number of Cases in which Compensation was Claimed to the value of							Total Cases
	\$0 - \$200	\$201 - \$400	\$401 - \$600	\$601 - \$800	\$801 - \$1000	\$1001 - \$1200	Over \$1200	
Death	-	-	-	-	-	-	42	42
Damage to arm or leg	3	9	5	-	2	1	3	23
Damage to hand or foot	38	13	10	4	3	3	5	76
Damage to eye	6	2	2	4	1	1	5	21
Other	10	5	3	-	-	-	8	26
TOTAL	57	29	20	8	6	5	63	188

T A B L E X(a)

LIST OF TRADE UNIONS - 31.12.60

Name of Trade Union	Registration		Paid Up Membership (N.A. = Not Available)
	No.	Date	
<u>Workers' Organisations</u>			
+ The British Guiana Labour Union	1	21. 7.22	3,079
+ Man-Power Citizens' Association	3	5.11.37	23,000
+* The Transport Workers' Union of British Guiana	5	23. 3.38	N.A.
* The British Guiana Post Office Workers' Union	6	3. 6.38	507
+ The British Guiana Amalgamated Building Trade Workers' Union	8	3.10.38	875
* Government Employees' Union	9	6.10.38	400
Cosmopolitan Workers' Union	17	15. 5.41	N.A.
+ The British Guiana and West Indies Sugar Boilers' Union	29	2. 6.44	120
The British Guiana Dental Assistants and Mechanics' Association	33	15. 2.45	N.A.
+ The British Guiana Headmen's Union	36	16.11.45	310
+ The Municipal Labour Trades Union	38	30. 9.46	770
+ Sugar Estates Clerks' Association	40	9.12.46	972
+ The British Guiana Teachers' Association	115	2. 8.60	1,338
Guiana Industrial Workers' Union	49	5. 4.48	142
Guiana Workers' Federation	52	5. 6.48	N.A.
+ The British Guiana Civil Service Association	55	5.11.48	1,316
+* Public Works Pure Water Supply Scheme and Sea Defence Workers' Union	58	2. 5.49	1,511
The British Guiana Land Surveyors' Association	59	11. 5.49	37
+ Clerical and Commercial Workers' Union	65	8. 2.50	N.A.
+ The British Guiana Mine Workers' Union	68	23.10.50	1,938
Federation of Unions of Government Employees	69	5. 1.51	5 Unions indicated by (*)
+ Printers' Industrial Union	72	17. 8.51	300



Name of Trade Union	Registration		Paid Up Membership (N.A. = Not Available)
	No.	Date	
+ Sawmill and Forest Workers' Union	77	21. 4.52	650
British Guiana Trades Union Council	81	11.12.53	24 Unions indicated by (+)
+ British Guiana Women's Social Union	84	23.10.54	N.A.
+ British Guiana Postmasters' Union	85	22. 9.54	38
+* British Guiana Medical Employees' Union	88	8. 9.54	1,030
+ Local Government Officers' Association	90	22. 2.55	140
+ British Guiana Seafarers' Union	91	5. 3.55	278
+ General Workers' Union	94	26. 9.55	881
British Guiana Rice Marketing Board Workers' Union	99	23.11.56	235
+ British Guiana Rice Workers' Union	102	17. 9.57	N.A.
+ Guiana Air Transport Trade Union	104	22.10.57	124
British Guiana Law Clerks' Association	105	25. 4.58	21
+ Pilots' Association of British Guiana	112	23.10.58	18
The United Mineral and General Workers' Union	114	17.10.59	144
<u>Employers' Organisations</u>			
British Guiana Commission Agents' Association	21	22.10.42	19
The Forest Products Association of British Guiana	25	4. 2.44	20
British Guiana Licensed Spirit Dealers' Association	31	12.12.44	12
British Guiana Bakery Proprietors' Association	44	30. 5.47	18
Public Works Department and Contractors' Association	75	14.12.51	25
British Guiana Hire Car Owners' Association	98	18. 9.56	N.A.
British Guiana Rice Millers' and Landlords' Association	108	3. 9.58	56

NOTE: + indicates Trade Union affiliated to the B.G.T.U.C.  
\* indicates Trade Union affiliated to the F.U.G.E.

T A B L E X(b)

DISTRIBUTION OF ORGANISATIONS REGISTERED UNDER THE  
TRADE UNION ORDINANCE ACCORDING TO SIZE OF MEMBERSHIP  
AS AT 31st DECEMBER 1960.

Range of Membership	Number of Associations			Total Number of Members
	* Workers	Employers	Total	
0 - 49	4	5	9	208
50 - 249	6	1	7	951
250 - 999	10	-	10	5,943
1000 - 4999	6	-	6	10,212
5000 and over	1	-	1	23,000
Not available	7	1	8	-

NOTE: \* Federation of Unions of Government Employees and British Guiana Trades Union Council are excluded.

TABLE XI

## INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1960

## PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
B.G. Airways (Government)	N.A.	N.A.	2.2.60	4.2.60	3 days	N.A.	Refusal to grant increased pay for Pilots and Co-pilots.	An assurance was given by the Government that an early decision on this grievance would be given.
Motor Transport Limited	35	N.A.	3.5.60	5.5.60	3 days	N.A.	Protest against the alleged wrongful dismissal of a driver who had been involved in an accident.	The Company agreed to hold a full investigation into the accident and the events leading up to the dismissal of the driver.
Soil Mechanics Limited	N.A.	N.A.	29.6.60	29.6.60	1 day	N.A.	Failure of the Company to recognise a certain Union as the bargaining agent for these employees.	Management agreed to an investigation and decision regarding which Union they would acknowledge as representing the employees.
Continental Biscuit Factory	N.A.	N.A.	26.8.60	15.9.60	17 days	N.A.	Protest against the alleged wrongful dismissal of two employees.	One worker was reinstated and a Committee of Inquiry set up to make investigation into the matter.

TABLE XI

## INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1960

## PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Milk Pasteurisation Plant	N.A.	N.A.	22.9.60	22.9.60	1 day	N.A.	Dissatisfaction over the payment of over-time rates.	Management agreed to a full investigation into this grievance.
Mayor and Town Council	N.A.	N.A.	5.9.60	8.9.60	4 days	N.A.	Dissatisfaction at the Council's refusal to implement the recommendations concerning wages and re-classification of the King Commission.	The Council agreed to appoint a Committee to consider the question of wages, salaries and general conditions of employment. It was agreed also that the findings of this new Committee would be binding on both sides.
Mahaicony/Abary Rice Development Scheme	N.A.	N.A.	29.10.60	31.10.60	1 day	N.A.	Protest against the alleged wrongful dismissal of an employee.	Management agreed to a full investigation into the events leading up to the dismissal.

N.A. Not available

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T A B L E   X I

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1960

PART II - IN THE SUGAR INDUSTRY

OCCUPATION AND LOCALITY	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>Uitvlugt</u>								
Cane Cutting Gang	117	-	4. 2. 60	4. 2. 60	1 day	117	Protest against the merging of two cane cutting gangs.	Gangs to work in the same place but to be given work separately.
<u>Albion</u>								
No. 5 Shovel Gang	62	6	10. 2. 60	10. 2. 60	1 day	62	Claim that the trash from the drains should be cleared away by the weeders.	Agreed to clear away the trash but only after previous notice from the Management.
Cutting and Loading Gangs	275	42	11. 2. 60	11. 2. 60	1 day	275	Request that payment be made on Saturdays.	Management agreed to pay wages on Saturday to those who wished to be paid on this day.
	351	317	11. 2. 60	13. 2. 60	3 days	1,053		
<u>Bath</u>								
Combined Operations Gang	81	134	23. 2. 60	23. 2. 60	1 day	81	Request for increased payment because of "difficult" working conditions.	Request granted.
	215	-	24. 2. 60	24. 2. 60	1 day	215		

OCCUPATION AND LOCALITY	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>Uitvlugt</u>								
Cutting and Loading Gangs	932	123	5. 4. 60	6. 4. 60	2 days	2,052	Dissatisfaction over the imposition of a minimum weight. Unfair distribution of punts. Extra payment for obstacles.	The workers agreed to try out the minimum weight. A new method of distribution was arranged. Extra payment granted.
	195	-	5. 4. 60	8. 4. 60	3 days	442		
<u>Providence</u>								
Combined Operations	60	148	25. 4. 60	26. 4. 60	2 days	73	On resumption after an accident to the Cane Hoist, workers requested payment for "light" canes and "bad" lands.	Request was not granted by Management.
<u>Versailles</u>								
Factory Workers	227	23	2. 5. 60	2. 5. 60	$\frac{1}{2}$ day	113 $\frac{1}{2}$	Request that workers be put on a longer working week.	Request not granted owing to a shortage of work.
<u>Bath</u>								
Male weeding gang	20	17	25. 5. 60	30. 5. 60	3 days	60	Demands for more pay.	Demands not met.
<u>La Bonne Intention</u>								
Factory Workers	100	214	9. 7. 60	9. 7. 60	4 hours	50	Demand for the withdrawal of the suspension of an employee.	Demand not met.

OCCUPATION AND LOCALITY	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>Uitvlugt</u> No. 1 Cane Cutting Gang	60	-	13. 7. 60	13. 7. 60	1 day	60	Workers protested against having to do the same work over again.	Management agreed to investigate the matter.
<u>La Bonne Intention</u> Clerks, Foremen, Field Clerks	56	20	20. 7. 60	20. 7. 60	7½ hours	52½	A token strike in answer to a Union call for Solidarity.	
<u>Uitvlugt</u> Clerks and other Junior Staff	66	48	20. 7. 60	20. 7. 60	1 day	66	A token strike in answer to a Union call for Solidarity.	
<u>Ogle</u> Clerks, Foremen, Field Clerks	17	12	20. 7. 60	20. 7. 60	7½ hours	16	A token strike in answer to a Union call for Solidarity.	
<u>Port Mourant</u> Clerks, Lab. Assistants	14	4	20. 7. 60	20. 7. 60	1 day	14	A token strike in answer to a Union call for Solidarity.	
<u>Rose Hall</u> Junior Staff	52	63	20. 7. 60	20. 7. 60	1 day	52	A token strike in answer to a Union call for Solidarity.	

OCCUPATION AND LOCALITY	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>Skeldon</u>								
Junior Staff	76	14	20. 7. 60	20. 7. 60	7½ hours	71	A token strike in answer to a Union call for Solidarity.	
<u>Providence</u>								
Female Weeding Gang	32	20	20. 7. 60	22. 7. 60	3 days	96	Requested a general increase in rates for opening.	Increases given.
<u>Bath</u>								
Shovel Gang	20	12	2. 8. 60	2. 8. 60	1 day	20	Workers protested against a Union circular advising them to notify Management before staying away from work.	The circular was withdrawn.
Male Weeders	30	10	2. 8. 60	2. 8. 60	1 day	30		
Female Weeders	30	44	2. 8. 60	2. 8. 60	1 day	30		
Combined Operations	180	48	2. 8. 60	2. 8. 60	1 day	180		
<u>Blairmont</u>								
Nos. 9A & 9B Cane Cutting Gang	300	-	3. 8. 60	3. 8. 60	1 day	300	Workers objected to an article in the Labour Advocate concerning absenteeism.	A letter was circulated by Management explaining the situation.
Female Weeders	80	37	3. 8. 60	3. 8. 60	1 day	80		
No. 8 Shovel and Boy Gang	40	13	3. 8. 60	3. 8. 60	1 day	40		
<u>Providence</u>								
Male Weeders	24	-	16. 8. 60	23. 8. 60	5 days	106	Requested increased rate for grass banking	Increase of ½d. per rod given.

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OCCUPATION AND LOCALITY	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>Uitvlugt</u>								
Cutting and Loading Gangs	638	193	17. 8. 60	17. 8. 60	1 day	638	Workers made several demands for improved conditions.	Management agreed to hold an investigation into their demands.
<u>Versailles</u>								
Mechanical Tillage	24	6	25. 8. 60	25. 8. 60	3½ hours	10½	Protest against the dismissal of a tractor operator.	Management agreed to suspend the employee for 1 week instead.
<u>Port Mourant</u>								
Cutting and Loading Gangs	600	-	15. 9. 60	15. 9. 60	1 day	600	Protest against reduced employment owing to a shortage of punts.	Management agreed to try and have more punts available.
<u>Skeldon</u>								
No. 8C Cane Cutting Gang	130	231	28. 9. 60	28. 9. 60	1 day	130	Dissatisfaction over incorrect cane scale.	Management agreed to make extra payments.
<u>Ogle</u>								
Cane Cutters	70	-	22.10. 60	24.10. 60	2 days	140	Protest against alleged light weight of canes.	Workers resumed under the same conditions.
Junior Staff	17	5	31.10. 60	20.11. 60	17 days	289	Breakdown of negotiations between the S.P.A. and S.E.C.A.	Matter referred to an Advisory Committee for settlement.

APPENDIX II(a)

The Standing Committee of  
The Employment Exchange Service

Personnel:

Mr. J.I. Ramphal, O.B.E., J.P., Commissioner of Labour - Chairman.

Mr. Carl McCowan	)	
Major Lewes	)	
Mr. C. Rohee	)	Industrial Panel
Mr. P.E. Quinn	)	

Mr. J.A. Agard	)	
Mr. C. Charran	)	Workers' Panel
Mr. J.H. Pollydore	)	

Mr. L. Kawall	)	
Mr. E.A. Gilbert	)	
Mr. V.J. Willems	)	Additional Members
Mr. S.G. Wiltshire	)	
Mrs. M.C. Rodrigues, M.B.E.	)	

with

The Manager, Employment Exchange - Secretary

.....ooOoo.....

APPENDIX II(b)

The Juvenile Employment Committee

Personnel:

Mr. J.I. Ramphal, O.B.E., J.P., Commissioner of Labour - Chairman.

Mr. V.J. Sanger-Davies	Miss M. Mansfield, M.B.E.
Mr. A.G. Payne	Mrs. J.B. Singh, M.B.E.
Mr. G.W.E. Cooper	Mrs. M.C. Rodrigues, M.B.E.
Rev. W.A. Fraser	Miss C. Francis, M.A.
Mr. R.M. Nicholson	Miss G. Collins
Mr. H. Campbell-Adams	The Juvenile Employment Officer - Secretary.